

REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
2017

TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2016 Town Census 5,001

ELECTED OFFICIALS

SENATORS IN CONGRESS

Edward Markey	2020
Elizabeth Warren	2018

REPRESENTATIVES IN CONGRESS – Ninth Congressional District

William Keating	2018
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STATE SENATOR – Cape and Islands District

Julian Cyr	2019
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REPRESENTATIVES IN GENERAL COURT – Fourth Barnstable District

Sarah Peake	2018
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COUNTY COMMISSIONERS

Leo Cakounes	2019
Mary Pat Flynn	2021
Ronald Beaty, Jr.	2021

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Edward Atwood	2018
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MODERATOR

Steven Cole	2020
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BOARD OF SELECTMEN

Wallace F. Adams II, Vice-Chair	2019
Aimee J. Eckman	2020
Martin F. McDonald	2020
John F. Knight, Clerk	2019
William O'Shea, Chair	2018

TOWN CLERK

Susanne Fischer	2020
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LIBRARY TRUSTEES

Edmond Harnett	2017
Sharon Krause	2019
Norma P. Marcellino	2019
David Payor, Chair	2018
Mary Shaw	2020
Ignatius Alfano	2020

HOUSING AUTHORITY

Edward Brookshire, Governor's Appointee, Chair	INDEF.
Gerald Cerasale	2018
James McMakin	2021
Mary Beth O'Shea	2020
Lisa Radke	2019

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier	2019
Joanne Irish	2020
Judy Lindahl	2020
Mary Louise Sette	2018
Moira Noonan-Kerry	2019

NAUSET REGIONAL SCHOOL COMMITTEE

Sarah Blackwell	2018
Edward Brookshire	2019

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

Carolyn McPherson, Chair	2018
William Burt, Clerk	2017
Elizabeth Gawron	2020
Eileen Morgan	2017
Carol Martin	2019
Karen Burns	2019

ANIMAL ADVISORY COMMITTEE

Joanne Baldauf, Clerk	2018
Kerry Ann Reid, Vice-Chair	2017
John Kelley	2019

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Paul Lagg	2017
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BARNSTABLE COUNTY HUMAN RIGHTS COMMITTEE

David Schropfer	INDEF.
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BOARD OF ASSESSORS

Joanna Buffington	2020
Maureen Fagan, Vice Chair	2018
Denise Kopasz, <i>Alternate</i>	2020
Alfred Sette, Chair	2020

BOARD OF CEMETERY COMMISSIONERS

Robert Carlson	2017
Terri Rae Smith	2018
Roger Thurston	2019

BOARD OF HEALTH

Douglas Guey-Lee	2019
Joanna Buffington, Chair	2018
James Taylor	2019
Ellen Lariviere	2018
Glenn Olson	2019
Adele Blong	2020

BOARD OF HIGHWAY SURVEYORS

Wallace F. Adams II	2019
John F. Knight	2019
William O'Shea	2018
Martin F. McDonald	2020
Aimee J. Eckman	2020

1651 FOREST ADVISORY COMMITTEE

Deborah Abbott	2018
Steven Gulrich, Chair	2020
Michael Harnett	2018
Steven LaBranche	2020
Henry Lind	2020

TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

Eastham Representative, Sandy Bayne	INDEF.
Eastham Representative, Alternate, Charles Harris	INDEF.

BOARD OF REGISTRARS

Maureen Andujar	2018
Audrey Bohannon	2018
Veronica Brocklebank, Chair	2018
Ann Crozier	2018
Susanne Fischer	INDEF.
Cindy Nicholson	2018
Cathy Thomas	2018

CABLE T.V. LICENSE RENEWAL ADVISORY COMMITTEE

Walter Sebastian	2020
Dilys Smith	2020
Denise Kopasz	2020
Tricia Ford	2020

CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE

Joseph Bayne	INDEF.
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CAPE COD COMMISSION

Joyce Brookshire	2018
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**CAPE COD COMMISSION:
REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE**

Neil Andres	INDEF.
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CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE

Nat Goddard, <i>Alternate</i>	2019
Donald Nuendel, Principal	2019

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Glenn Olson	2019
Mike Sarcione	2020

CAPE COD REGIONAL TRANSPORTATION COMMISSION

Sheila Vanderhoef	INDEF.
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CAPE COD WATER PROTECTION COLLABORATIVE

Jane Crowley	2020
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CAPE LIGHT COMPACT

Fred Fenlon

2017

CAPITAL PROJECTS COMMITTEE**Library:**

Aimee J. Eckman, Finance Committee

INDEF.

Elizabeth Gawron, Board of Selectmen

INDEF.

Jacqueline W. Beebe, Town Administrator

INDEF.

Rock Harbor:

Wallace F. Adams II, Board of Selectmen

INDEF.

Michael Hackworth, Finance Committee

INDEF.

Jacqueline W. Beebe, Town Administrator

INDEF.

Municipal Water:

Fred Guidi, Finance Committee

INDEF.

William O'Shea, Alternate, Board of Selectmen

INDEF.

John F. Knight, Board of Selectmen

INDEF.

Jacqueline W. Beebe, Town Administrator

INDEF.

COMMUNITY PRESERVATION COMMITTEE

James Baughman

2017

Edward Brookshire

2019

Josiah Holden Camp, Jr., Vice-Chair

2018

Edmund Casarella

2020

Daniel Coppelman

2019

L. Michael Hager

2018

Eileen Morgan

2017

Carolyn McPherson

2018

Peter Wade, Chair

2018

Sheila Filipowski

2018

CONSERVATION COMMISSION

James Baughman

2020

Alexander Cestaro

2018

Thomas Durkin

2019

Sheila Filipowski, Vice-Chair

2018

Michael Harnett, Chair

2018

Steven LaBranche

2020

Karen Strauss

2020

COUNCIL ON AGING

Elizabeth Beard, Chair	2018
Lucile Cashin	2020
Margaret Lynn	2018
Richard Ramon	2020
Patricia Unish	2020
Pauline McGaughey	2017
Stephanie Whalen	2019
James Connor	2018
Debra Albert	2018
William Salem	2020

CULTURAL COUNCIL

Elizabeth Barlow	2018
Anthony Cantore, Treasurer	2017
Felice Coral, Clerk	2018
Sue Pellowe	2017
Kathleen Masterson	2017
Peter Milsky	2017
Johanna Schneider	2017
Brian LaValley	2020
Kimberly Gill	2020
Charles McVinney	2020
Joslyn Bonfini	2020

EASTHAM SHELLFISH & WATERWAYS ADVISORY COMMITTEE

Brendan Adams, Alternate	2018
David Howe, Alternate	2018
Edward Cestaro	2018
Lorraine Piver	2019
Robert McGaw, Chair	2019
William Sprague	2019
Trent Sullivan, Vice-Chair	2020
Scott Sebastian	2020
James McGrath	2020

FINANCE COMMITTEE

Arthur Autorino, Vice-Chair	2019
Janna Drake	2020
Gerald Cerasale	2018
Aimee Eckman	2017
Russ French, Chair	2019
Fred Guidi, Clerk	2020
Michael Hackworth, Chair	2017
John Knox	2018
Peter Wade	2018
Thomas Gardner	2020

HISTORICAL COMMISSION

J. Holden Camp, Jr., Chair	2018
Marie Forjan, Clerk	2018
Elizabeth Sandler, Vice-Chair	2018
Kathryn Sette	2018
Terri Rae Smith	2019
Joan Sullivan	2020

HUMAN SERVICES ADVISORY BOARD

Kate Berg	2020
Marcia Bromley	2018
Susan Canavari, Chair	2017
Felice Coral	2020
Joan Matern	2019
Estella Edmondson	2019
Dilys Smith	2020

LOWER CAPE COMMUNITY ACCESS TELEVISION, INC.

Walter Sebastian	2020
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OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

Karen Boucher	2019
Sherida Cocchiola, <i>Alternate</i>	2018
Jane Fischer, Clerk	2018
Mark Murzyn, Chair	2017
Gail O'Keefe-Edsen	2018
James Cohen, Vice-Chair	2019

OPEN SPACE COMMITTEE

Karen G. Baker	2019
Robert Cook	2018
Robert Gurney, Chair	2019
Michael Harnett	2018
Peter Wade	2018
Joanna Buffington	2020
Saul Fisher	2018

PLANNING BOARD

Arthur Autorino	2020
Daniel Coppelman, Chair	2018
Richard Dill, Alternate	2017
Craig Nightingale	2020
Mark Stahl	2020
Dwight Woodson	2018
Joseph Manas	2019
Peter Weston, Alternate	2020
Denise Kopasz	2019

RECREATION COMMISSION

Edmund Casserella, Chair	2020
Edward Jordan, Recording Secretary	2019
Robert A. LaBranche, Jr.	2018
Brent Warren	2019
Alexandra Davis	2020

RECYCLING COMMITTEE

Fred Guidi, Chair	2018
Bill Zajac	2018
Scott Sebastian	2018
Lian Smith	2019
Andrea Aldana	2018

SEARCH COMMITTEE

Judith Cannon	2017
Jessica Dill, Chair	2020
Gloria Schropfer	2019
Dilys Jones Smith	2018
Patricia Donovan	2019
Ruth Gail Cohen	2020
Amy Hackworth	2018

SOLARIZE MASS PLUS PROGRAM

Jerome E. Hequembourg, Jr.	2020
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STRATEGIC PLANNING STEERING COMMITTEE

Joanna Buffington	2018
Arthur Autorino	2020
Michael Hackworth	2018
Brian Ridgeway	2018
Alexander Cestaro	2018
Benton Niggel	2020
Scott Kerry	2020

TOWN ADMINISTRATOR SEARCH COMMITTEE

Dr. James Taylor	04/01/2017
W. Scott Kerry	04/01/2017
William Darin Krum	04/01/2017
David Schropfer	04/01/2017
Carol Martin	04/01/2017
Dan Coppelman	04/01/2017

VISITORS TOURISM & PROMOTION SERVICES BOARD

Edward Atwood	2020
Prudence Kerry, Chair	2019
Barbara Komins	2018
Bonnie Nuendel	2018
Jim Russo	2019

WATER MANAGEMENT COMMITTEE

Adele Blong	2020
James Duarte	2017
Mike Guzowski	2017
Charles Harris, Chair	2018
Scott Lewis	2018
Jeff Bumby	2018
Suzanne Bryan	2018
Mary Lou Roberts	2020

ZONING BOARD OF APPEALS

Edward Schneiderhan, Vice-Chair	2018
Robert Sheldon, Chair	2019
Joanne Verlinden, Clerk	2019
Stephen Wasby	2018
Robert Bruns	2020
Ralph Holcomb, Alternate	2019
Brian Ridgeway, Alternate	2018

RESIGNATIONS 2017

James K. Baughman	Community Preservation Committee
Madeleine Vick Anderson	Board of Health
Glenn Olson	Board of Health
Peter Milsky	Cultural Council

BOARD OF SELECTMEN AND TOWN ADMINISTRATOR

At the beginning of each fiscal year, the Board of Selectmen (BOS) establish goals for the coming year. These goals provide a guide for the Town Administrator and town staff throughout the year. In March of 2017, I was honored to be selected and appointed as Town Administrator and the board included me in the process. This support and collaboration resulted in ambitious goals that we have been working on since July of 2017. In all, there were six areas of immediate concern that the board tasked me and our staff to address:

1. North Eastham Development/Commercial District:

The availability of public water and resulting interest in commercial development from a developer representing the Dollar General chain caused concern and sparked a community-wide discussion of development and threats to the rural character of the town. The BOS quickly took action and voted to nominate the North Eastham Route 6 corridor as a “District of Critical Planning Concern” or DCPC. This gave the town access to the Cape Cod Commission staff and the time and authority to allow staff and the Planning Board to assess necessary improvements, investigate state highway issues, examine the complete streets concept, and in general, design a process to determine what residents wanted the character and look of the Route 6 corridor to be. Town Planner Paul Lagg and the Planning Board worked with Cape Cod Commission staff to address the community’s concerns. The result is a new zoning bylaw that addresses the kind of development we want to encourage in this important district. It creates a new process to improve the look and character of the district by discouraging single large buildings and creating more options for property owners to develop property in ways that enhance economic growth opportunities in a more attractive village-style. We listened to resident’s concerns, designed a process to address them, and worked to recommend changes in the zoning bylaws to protect the character of the town in the future. This is a first step in what we hope will be an on-going community project to continue to protect and improve the unique look and feel of the town.

2. Wastewater Management planning:

The county 208 process, designed to address the looming problem of wastewater for all Cape towns identified Salt Pond, Rock Harbor, and the Nauset Estuary as the three water bodies that the Town of Eastham needed to address for wastewater planning. Of the three, Salt Pond is the only water body exclusively in the control of the Town of Eastham, as both the Nauset Estuary and Rock Harbor are jointly shared with the Town of Orleans. While the town has begun testing and planning for all three, this year we have focused on Salt Pond. Working with our wastewater consultants, the Director of Health & Environment recommended a 5-year plan to the BOS that begins to test alternative means to address pollution in Salt Pond. This study and pilot testing will assess the benefits of some alternative technologies as an option to traditional sewerage. Traditional sewerage is both prohibitively expensive and impossible given the nature of our development and land available for septage treatment and discharge. The BOS have supported water quality testing and study in the past, but made it a goal this year to press forward with actual testing of alternatives. Before town meeting this year will be a proposal to address stormwater runoff at Salt Pond, testing of permeable reactive barriers and shellfish growth as

remedial technologies to reduce nitrogen, and remedial action to improve water quality in both Schoolhouse and Minister's Ponds.

3. Development of a Town-wide Strategic Plan:

For many reasons, this is the year that the BOS made a decision to focus on developing a strategic plan for the town. The combination of rising costs, challenges to development, the need for affordable housing, and a host of other challenges that need to be prioritized, it seemed like an opportune time to work together as a community to set priority goals for the near future. The BOS established a committee that has begun work on this goal. The Strategic Planning Advisory Committee will be establishing a process to collect input from a wide cross section of residents, non-resident taxpayers, business owners and other groups. Information gathering will consist of surveys, small and large group meetings and the results will be presented to annual town meeting next year.

4. Complete Rock Harbor Improvements:

The town completed a study of Rock Harbor in 2011. This plan mostly remained on the shelf due to higher priorities such as the town-wide water system. This past year, the BOS prioritized this project and staff has been studying various alternatives to address the aging infrastructure and needed improvements to the harbor as well as ideas to increase the harbor's use in general. The result is a town meeting article requesting funding to move forward with this project. If approved, we would begin construction of a new dock and float system and other improvements in winter/spring of 2019.

5. Increase Participation of Youth/Younger Residents in Town Government:

Town government relies on the volunteer commitment of hundreds of residents who serve on our boards and committees. Often it is our retired residents who have the time and expertise to do this work. Our future sustainability and relevancy depends on attracting residents to this important work. In the hopes of attracting younger residents and their parents to the process of town government, the BOS created a policy of inclusion for student residents to become involved in town decision making by taking places on town advisory board and committees. So far, we have a student resident on the new Strategic Planning Committee and an ad hoc student intern member on the town's Finance Committee. It is our hope that younger residents will feel welcome, learn more about town government and share their perspectives and vision on their respective committees. If their parents also get involved, all the better!

6. Increase non-property tax Revenue options to ensure long-term sustainability of town services:

As expenses grow annually, it is important to develop new sources of revenue and not rely on property tax alone. An important goal of the BOS was to increase our reserves and create new non-tax revenue sources for the town. This year, we are proposing three new revenue sources which can be directed towards future expenses: OPEB liability, wastewater remediation, capital improvements to sustain other town services into the future. This creative new initiative highlights the BOS and administration's commitment to maintaining a high level of service, while keeping taxes as low as possible. We understand that this is especially critical while we are paying for the new water infrastructure.

- As Town Administrator, I want to extend deep gratitude to the Board of Selectmen, Finance Committee, and most importantly my very talented and hardworking staff. In our year together this talented team has tackled many problems with energy and determination and made some amazing progress. We have:
- Received over \$500,000 in grant funds for various programs, services, and pilot projects, including the power load stretchers for fire, police equipment grants, SAFER Grant, Coastal Resiliency Grant (with Wellfleet) and many other smaller grants. Every penny counts and gives us more service for less taxpayer dollar;
- Kept the water project on time and under budget by \$4.6 million dollars, and transitioned into operating a public water system for over 700 customers;
- Seen the Purcell Housing Development funded by the state and moving towards meeting the needs for residents for affordable housing;
- Increased the capacity of our Fire/Rescue Department by adding an additional four firefighter/EMT/paramedics funded in the first three years by a \$600,000 federal grant;
- Successfully achieved DCPC status to work towards re-zoning our “Main Street” to meet the needs of residents for a safe and dynamic business district while maintaining our rural character;
- Worked with the Board of Selectmen to create and work towards a disciplined and attainable program to increase stabilization and other reserve funds;
- Designed and passed a program to offer needed tax relief to senior residents;
- Worked together to develop and present a balanced budget within the levy limit, and with excess capacity and available free cash.
- Participated in the Strategic Planning Process to gather data, have important community discussion, and set strategic priorities and plans for future service needs, levels, and financial priorities for the town.

It is clear that our obvious challenges are financial. In the next few years we need to focus our energy and attention to do everything possible to soften (mitigate) the effects of the rising water debt on our residents. We will focus on finding new and innovative ways to address our community’s need for quality services while maintaining an investment in our capital assets. We understand the challenges and are listening to your voices. Together, we are working to solve problems and provide the best services possible to our residents now and into the future.

William O’Shea, Chairman
Board of Selectmen

Jacqueline W. Beebe
Town Administrator
jbbeebe@eastham-ma.gov

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2018 Interim Year Update as required by the state to achieve full and fair cash value assessments and was third in the state to receive final certification from the department of revenue. The median value of a single-family home as of the January 1, 2017 assessment date was approximately \$412,600 compared to \$404,800 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$247.29 from \$3,197.92 ($404,800 \times \$7.90$ per \$1,000) to \$3,445.21 ($\$412,600 \times \8.35 per thousand).

The Town of Eastham had 6,360 taxable real estate parcels and 2,879 taxable personal property accounts as of January 1, 2017.

The Board of Selectmen held a public hearing on August 9, 2017 to determine the percentages of the tax levy to be borne by each class of property for FY18. The Board voted to adopt a single tax rate for all classes of property. The FY18 tax rate is \$8.35 per \$1,000 of valuation.

The Board of Assessors acted on 103 tax exemption applications for veterans, the blind, seniors, hardship, paraplegic, and for a surviving spouse of a police officer killed in the line of duty. The total tax exempted was \$79,416.44. There were a total of 16 applications for real estate abatements for FY18 which is less than 1 percent of the 6,360 taxable real estate parcels.

The assessing department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The board appreciates the continuing cooperation of all property owners in allowing interior and exterior access to their properties for the purpose of maintaining accurate property information.

The assessing department handled a large volume of requests for assistance and information and the board appreciates the professionalism and competence demonstrated by the staff of Belinda Eyestone, Principal Assessor, Patricia Debs, Assistant Assessor/Field Appraiser and Amanda Love, Assistant to the Assessor. They served the public by maintaining a high level of accuracy with critical data which insures credible and fair assessments.

The board thanks the Board of Selectmen, all town departments and the taxpayers for their support and understanding of the tax assessment process. The board also thanks our consultant Paul Kapinos and the staff at pk Assessment Systems and pk Valuation Group, whose professionalism and skill helps ensure the fairness and accuracy of our values.

Respectfully submitted,

Alfred J. Sette, Jr., Chairman

TAX RATE RECAPITULATION FISCAL YEAR 2018

I. TAX RATE SUMMARY

la.	Total amount to be raised (from IIE)	\$31,431,494.94
lb.	Total estimated receipts and other revenue sources (from IIIE)	\$7,706,061.79
lc.	Tax levy (IA minus IB)	\$23,725,433.15
ld.	Distribution of Tax Rates and levies	
	Is this a recertification year? N	

(a)	(b)	(c)	(d)	(e)	(f)
CLASS	LEVY PERCENTAGE (from LA-5)	IC above times each percent in column (b)	VALUATION by CLASS (from LA-5)	TAX RATES (c)/(d) x 1000	LEVY by CLASS (d) x (e)/1000
Residential	96.1188%	22,804,601.64	2,731,088.472.00	8.35	22,804,588.74
Open Space	0.000%	0.00	0		0
Commercial	2.5918%	614,915.78	73,643,428.00	8.35	614,922.62
Industrial	0.3314%	78,626.09	9,416,700.00	8.35	78,629.45
SUBTOTAL	99.0420%	--	2,814,148,600.00		23,498,140.81
Personal	.9580%	227,289.65	27,220,640.00	8.35	227,292.34
TOTAL	100.0000%	--	2,841,369,240.00		23,725,433.15

Eastham Board of Assessors

Alfred J. Sette, Jr., Chair
Maureen Fagan, Co-Chair
Joanna Buffington
Denise Kopasz, Alternate

EASTHAM AFFORDABLE HOUSING TRUST

The Eastham Affordable Housing Trust is charged with the express purpose of creating and preserving affordable housing in Eastham. It was formed in 2008. Affordable housing means that the family pays no more than 30 percent of their income for housing. If they pay more than 30 percent they are considered “cost burdened”. The trust has developed a small number of permanently affordable rental units on a scattered site-basis. It also helps a number of families with monthly rental assistance and other programs.

Eastham has the lowest number of deed-restricted affordable homes of any town on Cape Cod. The Commonwealth requires that all towns work toward an affordable housing inventory that equals or exceeds 10 percent of all housing stock. Progress towards this 10 percent goal is tracked on the state’s Subsidized Housing Inventory (SHI). Eastham currently has 1.9 percent of its housing stock listed on the SHI.

Background from the Eastham Housing Production Plan:

- 32% of population (4,932) = 65 years or older
- 1.9% of year-round units (2,632) are included on Subsidized Housing Inventory (SHI)
- 60% of dwellings are seasonal or second homes
- 56% of housing stock built between 1960 and 1990
- 13.3% of all residents claim a disability
- 14% of households earning less than \$25,000
- 35% of year-round households are “cost burdened”

Who Benefits from Affordable Housing?

- Our Residents:
 - Many households in need of affordable housing already live and work in Eastham.
- Our Businesses:
 - Housing for existing local workforce
 - Attract and retain new employees
 - Households have more dispensable income to spend locally
- Our Whole Community:
 - Seniors can remain in our community
 - Younger residents can join our community
 - Greater opportunity for economic development

Housing Production Plan:

The trust uses the town’s updated Housing Production Plan to inform decision making. The plan was adopted by the selectmen and approved by the state in March 2016. The trust uses the strategies and recommendations from the plan as a guide. The trust has begun several initiatives aimed at increasing affordable housing options in the community. The trust has conducted research and analysis with the goal of implementing these initiatives in the coming year. These initiatives include the following:

- Implementation of new housing programs designed to serve a broader base of the community and address the housing needs identified in the town’s Housing Production Plan. (Ex. Home Repair Loans, Lease to Own Program, Closing Cost Assistance).

- Re-allocation of previously approved Community Preservation Act funding to allow the trust to broaden its range of housing programs.
- Implementation of a comprehensive public outreach and education plan.

Going forward, the trust will work to implement these programs with the goal of increasing options for affordable housing in our community.

In May of 2017, Town Meeting voted to expand the programs under the auspices of the trust. The trust is in the process of developing and implementing the new housing programs which are designed to serve a broader base of the community and address the housing needs identified in the town's Housing Production Plan. The Housing Trust Fund can be used in support of the following activities. CPA funds must be used only for those purposes specified in the CPA as allowable activities, while the trustees may use non-CPA funds for programs offering a broader range of purposes that are consistent with the Declaration of Trust and the provisions of MGL Chapter 44, Section 55C.

1. PRESERVATION PROGRAMS

A. Housing Preservation and Improvement Activities – In certain instances, the trustees may use funds to preserve affordability of private unsubsidized housing units and units already included in the town's Subsidized Housing Inventory ("SHI") by providing funds for repairs necessary to enable residents to continue to reside in their homes.

CPA Allowable Activities: CPA funds may be used for repairs that are necessary to preserve affordable housing from injury, harm or destruction, which may include, but are not limited to, the following:

- Building envelope and site work to preserve the structural integrity of the homes
- Roof, siding and window replacements to assure the water tightness of the housing units
- Upgrading of dangerous electrical or plumbing systems
- Replacement of dangerous building systems that threaten the housing units
- Failed septic systems
- Installation of hard-wired smoke alarms, sprinklers and other building fire suppression systems
- Funds cannot be spent for maintenance or operating costs

Whether the trustees will fund a particular project depends on the facts involved in each case, the amount of funds sought, the eligibility of persons seeking assistance, the necessity of the repairs, the funds available to the trustees to support such program, whether the homes were acquired or created originally with CPA funds and other factors. The trustees may obtain deed restrictions on properties to ensure the future affordability of the homes. There is no guarantee of financial assistance.

2. SUPPORT PROGRAMS

A. LEASE-TO-OWN PROGRAM

Assistance provided to income eligible participants by leasing properties owned by the trust with an option to purchase. The leases will include affordability restrictions and the properties shall be sold subject to affordable housing deed riders. CPA Allowable Activities: CPA funds may be used for the support of affordable housing, defined as including "programs that provide grants, loans, rental assistance, security

deposits, interest-rate write downs or other forms of assistance directly to individuals and families who are eligible for community housing or to an entity that owns, operates or manages such housing, for the purpose of making housing affordable.”

B. CLOSING COST ASSISTANCE PROGRAM

Trust assists income-eligible buyers with closing costs/down payment to pass underwriting. CPA Allowable Activities: Grants, loans, rental assistance, interest-rate write downs or other assistance directly to individuals who are eligible for community housing for the purpose of making housing affordable.

C. RENTAL SUBSIDY PROGRAM

Provide monthly rent subsidy and financial counseling to income-eligible program participants. CPA Allowable Activities: Grants, loans, rental assistance, interest-rate write downs or other assistance directly to individuals who are eligible for community housing for the purpose of making housing affordable.

3. CREATION PROGRAMS

A. RENTAL EXPANSION PROGRAM

- **New Construction Units** *provide funding assistance to developers for construction of new affordable rentals with deed restrictions required for long-term affordability, if permitted under zoning.*
- **Accessory Dwelling Units** *provide assistance to homeowners to create new Accessory Dwelling subject to affordable housing deed restrictions, subject to zoning.*
- **Seasonal/Year Round Property Conversion** *provide assistance to property owners to convert seasonal dwellings to year-round affordable dwellings subject to deed restrictions, subject to zoning.*
- **Motel Conversion To Affordable Housing** *provide assistance to property owners to convert existing motels to affordable units, if permitted under zoning, subject to affordable housing deed restrictions.*

The trust experienced some changes over the past year. Eileen Morgan and William Burt stepped down from the trust to focus on other interests and Aimee Eckman was appointed as the Board of Selectmen representative. The trust would like to thank Eileen and Bill for all of their hard work and dedication. Their knowledge and insight was greatly appreciated. The trust wishes them all the best in their future endeavors. The trust would also like to welcome new member Karen Burns.

The Eastham Affordable Housing Trust would like to thank Eastham’s residents who support the creation and retention of affordable housing, including the Board of Selectmen, the Town Administrator, town employees and particularly the Eastham Community Preservation Committee.

Respectfully submitted,

Carolyn McPherson, Chair
Karen Burns
Aimee Eckman
Elizabeth Gawron
Carol Martin

ANIMAL ADVISORY COMMITTEE

The Animal Advisory Committee (AAC) was established to serve as a resource for the Board of Selectmen and the Town of Eastham on matters relating to animals, particularly situations involving potentially dangerous dogs. The AAC is comprised of individuals with experience in dog training, animal behavior and animal welfare. The committee works closely with the Eastham Police Department, particularly with the Animal Control Office (ACO). The AAC is convened at the request of the board of selectmen, the town administrator or the Eastham Police Department.

No such requests were made during 2017.

In accordance with its charge, the AAC met quarterly in 2017.

The officers of the AAC were elected as follows:

Joanne M. Baldauf, Chair
Dr. John S. Kelley, Vice-Chair
Joanne M. Baldauf, Clerk

Respectfully submitted,

Joanne M. Baldauf, Chair

BUILDING DEPARTMENT

In calendar year 2017 we issued 707 building permits, of which 30 were for new construction, six were demolition permits, 575 were additions/alterations, 59 were solar installations, and 37 were sheet metal permits. Eighty Certificates of Occupancy were issued. Building department receipts totaled \$193,151.15.

Respectfully submitted,

Thomas Wingard
Inspector of Buildings

PLUMBING AND GAS INSPECTOR

For the calendar year 2017, 262 plumbing permits and 266 gas permits were issued. Four hundred seventeen plumbing inspections and 428 gas inspections were conducted. Total receipts were \$59,640.

For the first full year of the municipal water service, a further 496 plumbing permits were issued, \$8,055.00 was collected and 607 inspections were conducted.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

REPORT OF THE WIRING INSPECTOR

During the Calendar Year 2017, 507 wiring permits were issued and the following inspections were made:

Temporary	19
Service	65
Rough	187
Final	334
Other	179
Fire	3
Advisory	60
Code	41
<hr/>	
Total Inspections	888

Total receipts turned in by the wiring inspector were \$50,820.00.

Respectfully submitted,

Wallace F. Adams, II
Wiring Inspector

CAPE COD COMMISSION

About the Cape Cod Commission

The commission works toward maintaining a healthy balance between economic progress and environmental vitality. “Keeping a special place special” describes the agency’s mission to protect the region’s unique qualities.

The 19-member appointed Cape Cod Commission represents a wide spectrum of the region and provides oversight for a staff of 40 professionals. Contact information is as follows:

Address: 3225 Main Street, P.O. Box 226, Barnstable, MA 02630

Phone: 508-362-3828

Email: frontdesk@capecodcommission.org

Web: www.capecodcommission.org, www.statscapecod.org.

2017 Officers:

Chair: Harold “Woody” Mitchell (Sandwich)

Vice-Chair: Jack McCormack Jr. (Yarmouth)

Secretary: Elizabeth Taylor (Brewster)

Eastham Member: Joyce Brookshire

Executive Director: Paul Niedzwiecki, pniedzwiecki@capecodcommission.org

Deputy Directors: Patty Daley, pdaley@capecodcommission.org and

Kristy Senatori, ksenatori@capecodcommission.org

This report represents broad areas of the commission’s work and responsibilities, and highlights several specific projects and initiatives.

Water Quality Initiatives

Wastewater:

The 2017 Implementation Report for the Cape Cod Water Quality Management Plan was released Nov. 1, 2017. The report highlights the region’s progress toward water quality goals since plan certification and approval in 2015 and outlines future actions to achieve improved water quality in the region. It also includes updated watershed reports charting progress made in 53 embayment watersheds.

A proposed change to the commission’s enabling regulations to change the review of local comprehensive wastewater management plans allows for staff-level review of such plans and sign-off by the executive director and are intended to provide more efficient and timely review. Action on the amended language is expected in early 2018 by the Barnstable County Board of Regional Commissioners and Assembly of Delegates (capecodcommission.org/208).

Stormwater:

The Cape Cod Commission was awarded \$50,000 to create a stormwater management coalition to help cape communities meet stormwater management requirements.

The grant award was formally announced by Energy and Environmental Affairs Secretary Matthew A. Beaton during his June 22, 2017 keynote speech at the OneCape Summit in Hyannis. The grant will fund work to inventory existing stormwater management resources, a needs assessment, collaborative strategies for towns and a cape-tailored set of policies and standard operating procedures.

The commission convened stormwater managers from all cape towns in Fall 2017 to further define the role of the coalition and identify potential structures for a regional management entity.

Cape Cod Water Protection Collaborative

In June 2017, The Barnstable County Board of Regional Commissioners and Assembly of Delegates approved an ordinance reestablishing the Cape Cod Water Protection Collaborative. Under the ordinance, the Cape Cod Commission was tasked to serve as administrative and technical staff to the collaborative.

The collaborative's re-stated mission reads: "To protect Cape Cod's shared water resources by promoting and supporting the coordinated, cost effective and environmentally sound development and implementation of local water quality initiatives, including, but not limited to, watershed management plans required by section 208 of the Federal Clean Water Act."

The reformed collaborative serves as the advisory committee to the Section 208 Regional Water Quality Management Plan. In this role, the collaborative will review and advise on aspects of the section 208 plan and track towns as they move through implementation. The collaborative maintains its role, in conjunction with county staff, provide regional support for water quality initiatives, including technical assistance, legislative recommendations and establishment of the Regional Wastewater Management Plan,.

OneCape

The commission partnered with The Nature Conservancy to host a fourth regional wastewater summit in June 2017. The two-day, OneCape summit drew approximately 400 attendees. The first day focused on progress made toward implementation of the Cape Cod Water Quality Management Plan, better known as the 208 Plan. Day one also featured a Technology Innovation Showcase with 20 regional and national exhibitors. The showcase was a cooperative effort of TNC, the Blue Economy Project of the Cape Cod Chamber of Commerce, the NorthEast Water Innovation Network and the Blue Institute of Cape Cod, Inc.

For the third time, the OneCape Summit hosted the Cape Cod Selectmen and Councilors Association, providing an opportunity for the cape's elected leaders to receive information and ask questions of federal, state and regional decision makers. Leo Cakounes, chairman of the Barnstable County Board of Regional Commissioners, addressed the evening session. He provided an overview of county services and asked town elected officials to complete a survey to help guide future county services and decisions.

The second day of the summit featured a broader range of regional issues, including housing, coastal resiliency and the cape's economy.

OneCape awards were presented to Andrew Gottlieb, former executive director of the Cape Cod Wastewater Collaborative, current executive director of the Association to Preserve Cape Cod and an elected selectmen from Mashpee. The OneCape Award recognizing an organization went to the Pleasant Bay Alliance, a four-town partnership focusing on the largest shared embayment on the Lower Cape for the past 20 years.

Resilient Cape Cod

In early 2016, the National Oceanographic and Atmospheric Administration (NOAA) awarded a three-year, \$780,000 grant to the Cape Cod Commission and partners to develop a tool and public outreach program to investigate the environmental and socio-economic effects of local and regional coastal resiliency strategies.

In December 2017, the commission and planning partners initiated a regional stakeholder process to assist with development of a decision-making planning tool. This GIS-based tool is intended to translate technical data into understandable and actionable language, estimate loss of individual and government assets, communicate adaptation strategies and the costs/benefits of those strategies, communicate the need for action, and engage the public in selecting and implementing site-specific strategies.

Regulatory

Through its Regulatory Program, the Cape Cod Commission reviews projects that present regional issues identified in the 1990 enabling Act, including water quality, traffic flow, community character, affordable housing, open space, natural resources, and economic development as Developments of Regional Impact (DRIs). In 2017, the commission took action on 24 DRI-related matters, approving all.

Eastham District of Critical Planning Concern

The Town of Eastham nominated approximately 280 acres in north Eastham as a District of Critical Planning Concern. The proposed district includes all commercially zoned areas. The commission accepted the nomination and subsequently approved the designation for consideration as a county ordinance. The Barnstable County Assembly of Delegates and Board of Regional Commissioners voted unanimously to approve the designation in October 2017.

The commission continues to work with the town in developing a set of implementing regulations for adoption at the 2018 Eastham Town Meeting.

Eastham Decisions:

- Eastham District of Critical Planning Concern designation and forward to Assembly of Delegates, DCPC Designation acceptance, approved, 10/12/17
- Eastham DCPC Nomination accepted for consideration, DCPC nomination acceptance, approved, 8/31/17
- Dollar General, Referred by Town of Eastham as Discretionary DRI, accepted, 07/06/2017, applicant withdrawal 12/21/2017

Strategic Information Office

RWAN contract extended:

On June 28, the Barnstable County Commissioners agreed to a six-month extension of the Region Wide Area Network, also known as the RWAN, through OpenCape.

The RWAN provides high-speed fiber Internet access to participating communities. There are 13 RWAN communities with 24 connection points across the cape.

The initial three-year contract was to expire at the end of June 2017. The six-month extension to the end of December 2017 was to provide time for commission and county officials to negotiate with OpenCape and other potential vendors.

OpenGov performance management platform

In partnership with participating towns, the commission launched a new cloud-based transparency and performance management platform in partnership with OpenGov. Performance management software allows communities to track and measure financial accountability and set benchmarks. The public-facing side of the OpenGov platform also provides for transparency in how money is collected, allocated and spent, increasing government accountability and improving access to important public information in participating towns.

The information-sharing platform helps towns simplify budget planning, improve internal data management, and make important information easily accessible to residents, elected officials and administrators (capecodcommission.org/opengov).

Regional Policy Plan

The commission's work to update the Regional Policy Plan continued. Working with a commission subcommittee, staff made a series of presentations throughout the spring to broaden the understanding of the update and take feedback on its direction.

The Regional Policy Plan is adopted as an ordinance of Barnstable County and serves as the commission's regulatory and planning framework. The RPP Update, anticipated in FY 2018, is expected to simplify the Commission's regulatory approach and align its activities more closely with the purposes defined in the 1990 enabling Act.

Economic Development

Second Home Survey:

To better understand the role of seasonal homes, the Cape Cod Commission conducted a second-of-its-kind survey of second home owners.

Second homeowners were asked about their homes, how they use them now and plan to in the future, and how they participate in the region's economy. The first survey was completed for the Commission in 2008.

The survey was conducted in Spring 2017 by the University of Massachusetts Donahue Institute. A random sample of 6,448 second homeowners on Cape Cod received written surveys, 1,300 of which were returned. Survey findings will inform land-use planning, housing policy, economic development priorities and infrastructure needs across Cape Cod.

CEDS

The commission completed its third annual update to the Barnstable County Comprehensive Economic Development Strategy (CEDS). The most recent five-year strategy was approved in 2014 and annual updates on progress toward identified projects are received.

The region's economic strategy is based on four core economic development principles: Protect and build on the region's competitive advantage, use resources efficiently; foster economic balance and diversity; and to expand opportunity and regional wealth (capecodcommission.org/ceds).

Planning/Community Design

With expertise in land use planning, zoning, natural resources, historic preservation, affordable housing, and other areas, the planning staff works to improve the function and character of communities while managing growth and protecting the cape's sensitive environment. The planning department plays a major role in the five-year updates to the Regional Policy Plan (RPP), Local Comprehensive Plan assistance, establishing Districts of Critical Planning Concern and Growth Incentive Zones, regional and corridor-wide transportation/planning studies, and resource protection efforts including the Cape Cod Ocean Management Plan, 208 Plan update, and hazard mitigation planning. Planning staff works collaboratively with Community Design and Economic Development staff on Regional Economic Strategy Executive Team (RESET) projects described further in this report.

Highlighted Planning/Community Design Projects:

Hazard Mitigation Planning - The commission assisted with the development of hazard mitigation plans for the towns of Provincetown (completed 2016), Truro, Sandwich, Mashpee, Yarmouth, Harwich and Wellfleet. Hazard mitigation plans identify and protect vulnerable town assets and provide local actions and strategies to limit future damage from natural hazards, including coastal storms, sea level rise and flooding. Communities with approved hazard mitigation plans qualify for pre-disaster planning funds as well as remaining eligible for grant funds in the event of a natural disaster.

National Park Service - Bicycle Master Plan: Working with the National Park Service and the towns of Provincetown, Truro and Wellfleet, the commission is developing a master plan for bikeway and pedestrian linkages through the National Seashore and these three outer cape towns. Work on possible lane reconfigurations on existing roadways to better accommodate bicycles and pedestrians are under way.

RESET Projects - Among the services the Cape Cod Commission provides to towns is technical assistance through RESET (Regional Economic Strategy Executive Team) projects.

Staff members from multiple departments collaborate with town leaders on planning projects to promote economic development on Cape Cod. It is part of the implementation strategy for the Cape Cod Comprehensive Economic Development Strategy, or CEDS, which is administered by the commission.

Housing

Housing Market Analysis:

A study prepared for the Commission ties together a lack of housing that meets the region's life stage and income needs to a significant increase in cost-burdened households over the next 10 years.

The high demand for seasonal units, combined with a housing "monoculture" of single family homes, constrains housing options for those looking to enter the market or downsize. The study uses demographic, economic and workforce data to paint a picture of existing housing on Cape Cod, including year-round housing and rentals.

The report was prepared by Crane Associates and Economic and Policy Resources (EPR), both of Vermont. It confirms the complex and unique pressures at play in the Cape Cod housing market. The study projects that without changes in the housing supply to meet life stage preferences, more than half of year-round households could experience housing cost burdens by 2025.

Titled "Regional Housing Market Analysis and 10-Year Forecast of Housing Supply and Demand," the report provides objective baseline data on the state of housing on Cape Cod, with a look 10 years down the road (capecodcommission.org/housing).

Water Resources

Water staff provides technical assistance to towns, citizens and the county on water resources projects including: water supply, wastewater and stormwater management, fresh water ponds and marine waters.

Project assistance included numerous technical assessments: Cape-wide well monitoring, planning, education and regulatory review on all aspects of Cape Cod's water resources. Water staff participates in a variety of local, regional and state committees and strives to develop strategies to implement cost-effective solutions to capitalize on common regional needs across the cape.

The commission's water resources manager also serves as the Licensed Site Professional for Barnstable County and provides support to the Barnstable County Commissioners in relation to contamination at the Barnstable Fire Training Academy.

The commission has coordinated the PALS (Ponds and Lake Stewardship) pond sampling program since its inception in 2001.

Transportation

Cape Cod Transportation Improvement Plan

The Cape Cod Transportation Improvement Plan, or TIP, serves as a prioritized listing of roadway, bridge, and transit projects proposed for implementation during the next five federal fiscal years. The UPWP (Unified Planning Work Program) describes all significant transportation planning activities planned on Cape Cod over the 12 month period.

The 2017-2021 TIP represents more than \$134.5 million in funded highway and transit projects across Cape Cod. The 2017 Federal Fiscal Year spending allocated more than \$34.3 million dollars.

Traffic Counting Program

The commission's transportation staff conducts annual summer traffic counts, including automatic traffic recorders and turning movement counts, in all 15 cape towns,.

Counts were taken at the following Eastham locations during the 2017 counting season:

Route 6 at Eastham/Wellfleet town line; Route 6 north of Kingsbury Beach Road; Route 6 north of Orleans/Eastham Rotary; Aspinet Road west of Route 6; Cable Road west of Ocean View Drive; Governor Prence south of Mary Chase Road; Governor Prence Road west of Route 6; Governor Prence Road east of Route 6; Herring Brook Road north of Samoset Road; Massasoit Road west of Route 6; Nauset Road (north end) east of Route 6; and Samoset Road west of Route 6.

Historic Preservation

While local historic districts are a popular tool for preservation, they are not always successful. Local historical commissions and other local groups interested in protecting historic resources can find far more success through a balanced approach that is unique to their community and based on a wide range of effective tools.

The above were some of the key points made at a May 23 lecture sponsored by the Cape Cod Commission, Massachusetts Historical Commission and Brewster Historical Commission.

Sarah Korjeff, preservation specialist at the Cape Cod Commission, gave a second presentation, "Recent Preservation Efforts On Cape Cod." A handout highlighting the cape's inventory of historic homes provided a town-by-town look at the age of buildings based on town assessing data and those inventoried by the Massachusetts Cultural Resource Information System.

District Local Technical Assistance (DLTA) Grants

For the past several years, the Commonwealth of Massachusetts has allocated funds to each of the state's 13 regional planning agencies, the Cape Cod Commission among them, to help municipalities with sustainable development and to encourage municipalities to form partnerships to achieve planning and development goals consistent with state and regional priorities.

Regional Stormwater Management – MS4 Permit, \$24,965

The commission is working with the Barnstable County Department of Health and the Environment, the county procurement officer, and the Association to Preserve Cape Cod to identify opportunities for the 15 towns of Cape Cod to adopt Regionalization/Shared Services Best Practices to identify efficient and cost effective means to meet the Massachusetts MS4 permit requirements.

Town of Eastham: \$17,500

DLTA funds will support an Urban Land Institute Technical Assistance Panel (ULI TAP) to work with the town to conduct an economic development assessment for a portion of north Eastham, adjacent to Route 6, which is governed by a town-adopted zoning overlay district intended to promote economic and mixed-use development.

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Cape Cod Regional Technical High School will provide an opportunity to acquire high quality technical, academic, and social skills to prepare our students for success in our changing world.

Cape Cod Regional Technical High School (CCRTHS) was established in 1973 as a public technical high school. The CCRTHS district draws students from 12 towns extending from Mashpee to Provincetown. For our school year 2016-2017, we had **623** students enrolled in **17** different technical programs with an operating budget of **\$14,459,300** (The annual budget and town assessments are based on the previous school year's October 1 enrollment).

The Town of Eastham had **15** students enrolled at CCRTHS as of October 1, 2016. The assessment for Eastham in FY17 was **\$309,752** (based on the previous year's enrollment).

Highlights from Cape Cod Tech 2016-17 School Year

Cape Cod Regional Technical High School wishes to thank all 12 towns for approving our building project. We are now in design development with a November 2018 tentative starting date. For more information, go to: <http://www.capetech.us/domain/50>.

- Graduated 135 seniors in June 2017; none from Eastham.
- CCRTHS students meet the same academic standards required by the state as our sending schools.
- CCRTHS has improved public and community relations by serving community members in our technical shops allowing communities to realize significant savings in labor charges.
- Thirty-Nine students received John and Abigail Adams Scholarships.
- The National Technical Honor Society inducted 75 students; one from Eastham.
- At the SkillsUSA State level competition: forty-seven students attended, 13 students won medals; one from Eastham. Medals won: three Gold, six Bronze and four Ribbons. Eight students qualified to go on to the national competition; two from Eastham.
- At the SkillsUSA District level competition, sixty-two students attended, nine students medaled; two were from Eastham. Medals won: three Gold, five Bronze and one fourth place.
- At the 2017 Future Farmers of America (FFA) Massachusetts State Convention, 6 team awards were received by 15 students. Awards included: Nursery Landscape 3rd Place, Floriculture 4th Place, Chapter Exhibit 4th Place, Agri-Science 2nd Place, Quiz Bowl 2nd Place, and Turf Management 1st Place/CDE State Champions.

- In Auto Collision 80 percent of 12th grade students were employed as of graduation day with 75 percent of those employed in the trade. This shop completed 164 jobs for the public with a savings of \$60,000 to Cape Cod residents.
- Auto Technology has converted from laptops to Chromebooks and Google docs. All shop students in the 10th, 11th, and 12th grade became SP2 Safety certified and half of the students in 10th, 11th, and 12th grade became Student ASE certified.
- The Carpentry Department curriculum parallels National Education & Research Construction and participates in school-wide reading and writing initiatives. This year the shop had seven females enrolled and seven students on Co-Operative placements. All juniors and seniors completed the Occupational Safety and Health Administrations (OSHA) certification.
- The Cosmetology Program expanded enrollment by offering a summer camp program to 5th- 8th graders and reaching out to non-traditional students. Community Services offered included 'Mannies for Nannies' and 'The Wig Bank'. The program also offered 512 services to clients, saving the public more than \$22,000. All seniors passed the Cosmetology State Board Exam.
- Culinary Arts received a four-star rating from the Board of Health. Students were engaged in community outreach to the Food Bank and Soup Kitchen. The Hidden Cove Restaurant continues to be a hands-on opportunity to practice learned skills in the shop curriculum.
- Dental Assisting increased its curriculum for digital radiography. Students participated in the State Leadership Conference, District SkillsUSA and State SkillsUSA competitions. The shop offered summer camp for 5th-8th graders and adult education for the evening program.
- Early Childhood Education: six seniors and two juniors placed in teaching internships, five seniors were recommended for Mass ECE teacher certification; a junior was the recipient of the Orleans Rising Star Award; multiple field trips to community programs for children.
- The Electrical Department established Google classrooms this year. The shop teaches basics of electrical work while theory classes focus on complex calculations that electricians complete on the Journeyman's licensing exam. Eight of 11 juniors achieved Co-Op placements and the shop reports 95.8% attendance for the year.
- The Engineering Technology Shop celebrated their first graduating class. Six of their eight seniors went on to college to study engineering. The shop offered two courses in 3D modeling software and added opportunities for their students to take online certifications and calculus.
- Graphic Arts enjoyed their largest 9th grade class yet and are proud of one student's work chosen for a state-wide honor: the design of the Massachusetts state pin for the SkillsUSA competition. The shop focused on 21st century skills of web design and graphic-user interfaces.

- Health Tech had a total of 62 students, the largest of all shops and achieved the highest grade point average. Five seniors were placed in internships at Cape Cod Hospital in the emergency room, maternity, and IV therapy, and one at the Pain Management Center. Three students are on co-operative education placements and 100% of juniors successfully passed their State Certified Nursing Exam and received their licenses.
- Horticulture shifted the greenhouse program towards food. There was no use of synthetic pesticides in the greenhouse this year. By tracking student formative assessment scores throughout the year to identify skills and knowledge, students have finished in the top five in all of their competitions in Future Farmers of America (FFA) Career Development Education.
- HVAC collaborated with the Plumbing Shop to open another avenue for licensing of graduating HVAC students. They collaborated with HVAC instructors from other technical high schools to assist with curriculum development and delivery. All six seniors achieved their EPA Section 608 Universal Certification; three achieved Exemplary Student Project Awards; and four students participated in co-operative education placements.
- Marine Services made significant progress aligning current curriculum to the new format of scope and sequence for Vocational Technical Education. The students in this shop serviced more than 50 jobs for customers, saving them more than \$20,000 in competitive labor costs.
- The Information Technology shop accomplished their goals to update textbooks and significantly increased the amount of hardware available to create more engaging labs that reflect real-world implementations of technology. Their students operate the school's Helpdesk for technical support.
- The Plumbing Department had 15 students on co-operative education placements this year.
- The Welding Shop began a three-year transition to closing. One of their biggest accomplishments was the retention of all the seniors from September to graduation. Also this year the students were introduced to all positions of welding. The seniors were able to "stick weld" aluminum while all students practiced pipe welding.
- Cooperative Education reported 109 juniors and seniors qualified for job placements or internships for real-life work experience. Grades of C or better in academic classes and B or better in shop/theory classes are required. Lead teachers actively solicit employment opportunities for students with employers and track performance with the program coordinator.
- The Computer/21st Century Learning department implemented a new technology-based personal finance curriculum. Students were polled during class for specific interest/ability levels to ensure student interest and eliminate re-teaching known concepts.

- In the English Department's Advanced Placement Language and Literature classes, nearly a third of the students received qualifying scores, consistent with the state average of all high schools. Eleventh and twelfth grade teams continued to collaborate effectively on the Junior Proposal and the Senior Project Papers.
- The Math Department added more problem-solving activities into lesson plans, increased academic opportunities for students with honors-level and advanced-math classes and created additional opportunities for students to showcase their talents in math competitions.
- The Athletic Department offered a "no-cut, no-fee" program in which all students can participate without fees. The following sports are offered: baseball, basketball, cheerleading, cross-country, football, golf, hockey, lacrosse, soccer, softball, tennis and volleyball.
- The Science Department maintained rigorous 90-day courses for 11th & 12th grades. The department used project-based assignments, an organized notebook system, and Google Classroom in their curriculum. MCAS results for 10th grade were favorable.
- The Social Studies Department increased Criminal Justice to three classes due to high demand. Honors classes successfully expanded to include all grades. Both 9th and 10th grade honors classes were at capacity and served as a feeder program for upper-class AP courses.
- The Spanish Department was active in the community with Diversity Day, Philanthropy Day and Cape Cod Arts.
- Special Education successfully implemented a uniform homework policy that required homework to be completed in a timely manner or to stay after school for extra help. As a result homework completion was increased and grades improved. They successfully used a data collection template to create behavior plans for students who struggle with behavior problems. They also developed classroom methods to encourage students to become lifelong learners.

Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Glenn Olson
Michael Sarcione
Eastham Representatives to CCRTHS School Committee

CAPE LIGHT COMPACT

Cape Light Compact JPE (Joint Powers Entity) is comprised of the 21 towns on Cape Cod, Martha's Vineyard and Dukes County. The Compact is your local energy services organization bringing you energy efficiency services, renewable competitive electricity supply and effective consumer advocacy.

On July 1, 2017, the Compact reorganized and reconstituted itself as a joint powers entity pursuant to Massachusetts General Law Chapter 40 Section 4A1/2, becoming the first joint powers entity in Massachusetts, which protects member towns from potential liabilities and mandates greater financial accountability.

Energy Efficiency

Through November, Cape Light Compact has reinvested more than \$822,000 of ratepayers' funds back into residents and businesses within the Town of Eastham, saving those 2,389 participants approximately \$200,000 annually on their energy bills. These energy efficiency funds are collected through the energy conservation surcharge on each Eversource customer's monthly electric bill.

The Compact has programs available for homeowners, renters or landlords, income-eligible and businesses, including those who rent their business location and non-profits.

To take advantage of these programs, please call us at 1-800-797-6699 to sign up for a free energy assessment for your home or business, or visit our website www.capelightcompact.org for more information and rebate offers.

Power Supply

With Cape Light Compact's green aggregation power supply program, you can now take action locally to support renewable energy. The Compact selected a new residential supplier, NextEra Energy Services of Massachusetts (NextEra), who now serves all Compact customers.

Green aggregation means that 100 percent of the Compact's power supply customers' electricity usage is matched with renewable energy certificates (RECs). Each REC represents the generation of 1,000 kilowatt hours of electricity produced by a renewable resource, such as wind or solar.

The Compact's new program allows for customers to support local renewable energy projects and future projects at an affordable rate, while still having no surprise fees each month and no contract. The Compact is proud that, even while supporting renewables, pricing remained below Eversource's basic service price throughout 2017. Look at your electric bill. If you don't see Cape Light Compact or our supplier, NextEra Energy Services, under "Your Electric Supplier is", consider switching to the Compact today. Give us a call at 1-800-381-9192 or visit our website www.capelightcompact.org for more information or to sign up.

Consumer Advocacy

Cape Light Compact has advocated for ratepayers of Cape Cod and Martha's Vineyard on energy issues at the state and local level since 1997. In 2017, the Compact continued its focus on grid modernization. The Department of Public Utilities (DPU) is expected to issue a decision in 2018.

In January 2017, Eversource filed a rate case with the DPU, which is the first fully litigated rate case since the 1980s. This will determine the charges that Eversource imposes on the distribution side of the electric bill, which affect all electric customers on Cape Cod and Martha's Vineyard. The Compact was granted intervenor status in this proceeding as well. The Compact has several concerns with the proposal, as it decreases customers' ability to manage their bills by imposing increased customer charges and introducing demand charges for customers that did not previously have demand charges. In their revised filing on June 1, 2017, Eversource proposed to shift approximately \$30 million per year of costs from Western MA customers and Eastern MA commercial customers onto Eastern MA residential customers, which includes the Cape and Vineyard. The Compact opposed this shift, because charges incurred to serve those customers should be paid for by those customers and not subsidized by Eastern MA residential customers.

For more information on these efforts and the decisions, please visit: www.capelightcompact.org/consumer-advocacy.

Respectfully submitted,

Fred Fenlon,
Eastham Representative

BOARD OF CEMETERY COMMISSIONERS

The Board of Cemetery Commissioners is charged with the care and maintenance of the historic town-owned cemeteries, both of which are closed to new burials. The committee's work consists primarily of cleaning and repairing stones, clearing occasional branches and debris and the scraping and repainting of fence rails. Over the years many of the older stones have been covered with lichen growth, which tends to weaken or crack the surfaces. Work done over the past few years in removing this intrusive plant has resulted in fewer stones being chipped or cracked.

Much of the effort in painting and the cleaning of the grave stones has been provided by Cemetery Commissioner Robert Carlson. Unfortunately, Mr. Carlson has felt it necessary to resign because of family health issues. We are grateful for his service and contribution to the town, and we hope that circumstance may permit him to rejoin the commission in the future.

As in past years, both cemeteries continue to receive visits from interested persons living throughout the United States. It is quite common to observe individuals and groups walking through the rows of grave markers seeking a record of their ancestors. It is worthy of note that the remains of three passengers of the Mayflower are found in the Cove Burying Ground.

Once again we are indebted to both Neil Andres and Martin Mickle for the help provided by the Eastham Department of Public Works in mowing and trimming the cemeteries and for the cutting and removal of heavy tree limbs and occasional trash.

Respectfully submitted,

Roger T. Thurston, Chairman

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Act Committee (CPC) was established by vote of the December 2004 Special Town Meeting to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The Eastham CPA program is funded by a three percent local property tax surcharge and a state reimbursement from Registry of Deeds revenue. Funds are used to support open space, historic preservation, affordable housing, and outdoor recreation projects in the town of Eastham.

Funds not expended in a given year are available for future projects. For the fiscal year ending June 30, 2017, CPA local tax revenues were \$647,453 and the state reimbursement was \$164,620. As of November 30, 2017, the encumbered balance for the projects approved by Town Meeting was \$1,536,453 and there was \$1,216,220 available for future projects.

Projects that were approved for funding at the May 2017 Town Meeting:

- The “Campbell-Purcell Community Housing” facility to be constructed at the site formerly known as “the Purcell Property” on Route 6 in North Eastham (\$300,000).
- The “Cape Cod Village” affordable housing facility for adults with autism, to be constructed in Orleans (\$100,000).
- Playgrounds at The Children’s Place (\$11,500).
- Debt service for open space land purchases: 700 Dyer Prince Road (\$350,000) and the Upper Boat Meadow Conservation Area (\$75,250).

The CPC is currently evaluating applications for FY19 projects and will make recommendations to Town Meeting in May 2018.

Respectfully submitted,

Peter Wade, Chair

CONSERVATION COMMISSION

The Conservation Commission has four main accountabilities. It is tasked with promoting and developing the town's natural resources and protecting its watershed resources; managing town-owned conservation lands; administering and enforcing Massachusetts General Law Chapter 131, Section 40 (Wetlands Protection Act) under the oversight of the Massachusetts Department of Environmental Protection (DEP); and interpreting through the issuance of regulations, administering and enforcing the Town of Eastham Wetlands Protection By-Law, Article 34, 1980 (By-Law) to protect the wetland resources within the Town of Eastham. It discharges these accountabilities in partnership with various town committees and professional staff.

The commission's time and attention is primarily focused on the administration and enforcement of the Wetlands Protection Act and the town by-law. It reviews and holds public hearings on applications for permits to conduct activities within the commission's jurisdiction. That jurisdiction includes the wetland resource itself, plus a buffer zone extending 100 feet or 200 feet in the case of a river, and encompasses activities ranging from new home construction to coastal erosion remediation measures and vegetation management. When violations of the Wetlands Protection Act or the town by-law come to its attention, the commission may issue an enforcement order pursuant to the by-law. The commission's practice is to act directly under the by-law. The commission's decisions under the Wetlands Protection Act are appealed to DEP. Those under the by-law are appealed to Superior Court. The commission's regulatory activity during 2017 is summarized in the table below.

Also in 2017, the Commission provided property owners and contractors with greater certainty as to the commission's expectations by promulgating a new regulation's under the by-law: the Use of Chemically Treated and Alternative Wood Products. It also began drafting new regulations concerning land management, docks and piers, and enforcement standards and procedures, as well as a compilation of all existing regulations under the by-law to make it easier for the public to access them. With commission encouragement, town staff has undertaken the management of certain invasive plants in our conservation lands and restoration of herring habitat upstream of Great Pond to Deborah and Long Ponds. The commission is also planning a public education campaign to raise awareness and educate residents about the need for action to arrest the spread of invasive plants destroying wildlife habitat in Eastham, with a priority assigned to Japanese Knotweed.

The Conservation Commission received and processed the following filings:

Notices of Intent:	31	Violations: 13
Certificates of Compliance:	32	Enforcement Orders: 6
Extension Permits:	21	
Requests for Determination of Applicability:	55	
Requests for Administrative Review:	58	

Respectfully submitted,

James Baughman
Conservation Commission Chair

EASTHAM COUNCIL ON AGING (AKA) EASTHAM SENIOR CENTER

Established in 1974, The Eastham Council on Aging's mission is to promote the well-being and independence of adults 59 and older. The center provides multi-purpose programs (health, educational, social, and recreational), as well as supportive daycare, transportation, and outreach for this purpose. Our continuing goal as a community resource is to maintain and enhance a quality independent lifestyle for our senior population by meeting their current and future needs.

The Eastham Senior Center had an exciting year of changes. New staff members include, Monica Keefe-Hess, Administrative Assistant/COA Program Director and James Small, Adult Day Center Program Aide. Veteran staff members include Dorothy Burritt, who was promoted to Senior Center Director, Cindy Dunham, Community Outreach Liaison, and Brianna LePage who was promoted to Adult Day Center Manager. Elder Services of Cape Cod and Islands Mature Workers Frank Massa and Carole Roberts also work as Adult Day Center Program Aides.

The year 2017 marked the 30th Anniversary of the Senior Center. In May, a special celebration was held honoring current and past volunteers. The event offered a history of the building, how the Friends of the Eastham Council On Aging, Inc. (FECO) was established, and how volunteers used a variety of means, including the Thrift Shop on Massasoit Road (still a funding source), to raise the necessary funds for the construction of the building that was gifted to the Town of Eastham upon completion.

In support of our mission statement and to maintain the legacy that began 30 years ago, the Senior Center staff makes an effort everyday to reach out to as many of our seniors to try and meet their current and future needs. One of those needs includes helping seniors age in place in their homes. Cindy Dunham, Community Outreach Liaison, works closely with those seniors to help them maintain a good quality of life as well as to stay safe and healthy. Outreach assistance includes, but is not limited to, home services, educational, nutritional and health-focused programs.

As part of this outreach initiative we connect seniors with other Town of Eastham departments and outside agencies to initiate care plans and help seniors age in place. We are able to connect seniors to programs such as the Reassurance Line, Meals On Wheels, fall prevention, hoarding, health screenings and more. We also offer a Wednesday luncheon followed by BINGO, a Friday movie series, daily baked goods, a dry goods pantry, a Mobile Food Pantry, and Brown Bag food delivery.

Our outreach program also extends to help support caregivers in their essential and often difficult role. With the help of the Alzheimer's Family Support Center of Cape Cod (AFSCCC) we are able to offer a Caregiver Support Group and the Rememorable Multigenerational Chorus of Cape Cod led by Brianna LePage and Eastham Elementary Music Teacher, Eileen Poitras, to bring together those with cognitive impairment, caregivers, and children. We also offer a Supportive Adult Social Day Center~*The Gathering Place*, which provides respite for many caregivers.

The Gathering Place operates four days (Monday, Wednesday-Friday) per week in the lower level of the Senior Center. Transportation to the program is provided by the Cape Cod Regional Transit Authority (CCRTA) Dial-A-Ride-Transportation (DART) or by individual caregivers. There is a daily fee for this program.

The Gathering Place staff members provide instructional activities and one-on-one attention to clients who may experience social isolation or cognitive impairment. They provide a sense of community, nutrition, physical and mental stimulation with nutritious homemade meals, exercise, and special programs. Trained Music Therapist Brianna LePage also offers daily music therapy along with musicians Frank Massa and Carole Roberts.

The Senior Center staff also coordinates health, educational, social, and recreational programs and activities to meet the needs of our active members. Special Friday Programs offer a variety of topics: music, drama, films, speakers and intergenerational activities (including programs with the Eastham Elementary School and Recreation and Beach Department). Sessions are also offered in adult coloring and painting, bridge, cooking, crocheting, knitting, Mah Jongg, needlepoint, Rummikub, rug hooking, and a Ladies' Coffee and a Men's Breakfast. Fitness classes include aerobics, Sit & Be Fit chair exercises, yoga, chair yoga and Tai Chi. Last year the Senior Center served 878 different seniors 11,962 separate times!

The Senior Center also provides support to the Neighborhood Block Watch program. Kimberly Inman is the Director. Meetings are held quarterly at Town Hall (March, June, September, December) on the first Tuesday of the month. All are welcome.

We have four Windows-based desktop computers and two MAC computers. The Computer Center is open to anyone. We have a volunteer instructor available every Thursday for help with Windows-based computers.

In addition, staff, volunteers and counselors from SHINE and AARP Tax-Aide are available to help seniors with notary services, medical insurance counseling, Elder Law, income tax preparation, computer classes, filing tax abatements, fuel assistance, SNAP, and other entitlement programs. Last year we had 91 volunteers who contributed 4,859 hours!

We also partner with other community resources to help offer transportation to medical appointments, the grocery store, library, and other local destinations to help our members. Our dedicated medical transportation drivers Gerard Boucher, George Civita, Paul Langlois, Bob Nazarian and Bill Salem, provide transportation to medical appointments. The drivers' salaries are paid through a combination of Town funds, Formula Grant money from the Commonwealth of Massachusetts and the FECOA. In addition, we have the support of a community of volunteers who also provide transportation to center events and medical appointments.

The FECOA provides additional financial assistance to the Senior Center and its programs whenever the Board of Directors of the COA makes a request. The all volunteer run Thrift Shop on the corner of Oak and Massasoit Roads is one of its major sources of revenue. The group also receives donations through AmazonSmile, member dues and donations. This year the FECOA also sponsored a benefit concert and silent auction to benefit *The Gathering Place*. The Senior Center is a better place because of the "Friends" generosity.

The Eastham Senior Center is thankful for the support of our community. All of the work we do cannot happen without the help of all our volunteers, board members, community partners, our "Friends" group and all those we are able to serve. Please stop in for a visit the next time you go down Nauset Road.

Respectfully submitted by COA Board of Directors

Elizabeth Beard, Chairman
Deborah Albert
Lucile Cashin
James Connor
Margaret Lynn
Pauline McGaughey
Richard Ramon
William Salem
Patricia Unish
Stephanie Whalen

EASTHAM CULTURAL COUNCIL (ECC)

Mission

The mission of the Eastham Cultural Council (ECC) is to promote excellence, education and diversity in the arts, humanities and interpretive sciences in order to improve the quality of life for all Eastham residents.

The ECC pursues this mission through a combination of grants, services and advocacy for cultural organizations, schools, communities and artists.

The ECC serves as a community catalyst for projects and collaborations that address cultural needs. Working in the Eastham municipality the council builds relationships that can be beneficial in many ways, including advocating the arts and culture in the community.

Fundraising

The Eastham Cultural Council holds annual fundraisers to provide additional funds to grant or support Council programming. The Eastham Cultural Council raises money to support community projects that are not dependent on state funds including the annual Hands On The Arts Festival.

Arts Education

Through various programs and partners we are able to bring the arts, humanities and interpretive sciences to thousands of children and teens throughout the town of Eastham and local communities. These programs help children and young adults to perform better academically, develop essential workforce skills, and become productive members of our community.

Eastham Municipality

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the town's elected officials and falling under the guideline of the Massachusetts Cultural Council.

In 2017 the Eastham Cultural Council received and distributed grant monies from the state in the amount of \$4,732 to support local arts and humanities programs. In 2018 the ECC will distribute \$6,424 in grants.

In addition, the Eastham Cultural Council is working on plans for the 2018 Hands On The Arts Festival currently scheduled for Saturday, June 16th and Sunday, June 17th, 2018. Volunteers and new members are always needed and welcome.

Respectfully submitted,

Brian Valley, Chair
Felice Coral, Co-Chair
Kimberly Gill, Treasurer

EASTHAM ELEMENTARY SCHOOL

"A Beacon Shining Brightly"

*Building Community, Practicing Empathy,
Celebrating Individuality, Inspiring Possibility*

The positive school climate and culture at Eastham Elementary is a perfect environment for students to attain academic proficiency and to realize their full social and personal potential. The teaching staff, the supportive families, and the administration work collaboratively to sustain this growth year after year. This past school year was no exception and the following reports of accomplishments are but a glimpse of all the amazing experiences that happen every day, in every classroom.

Our current enrollment remains stable and allows for smaller class sizes. Research supports that reducing class size has shown to increase student learning and narrow achievement gaps. At Eastham Elementary, students receive more individual attention and support while working in an environment of high expectations.

Pre-K	K	1st	2nd	3rd	4th	5th
12	25	26	26	24	24	39
Total: 176		Male Students: 89			Female Students: 87	

STUDENT LEARNING

Science

Eastham Elementary School's talented staff is committed to designing and implementing a student-centered, engaging curriculum to meet individual student strengths, weaknesses, and interests.

Our resident expert in science education and the Next Generation Science Standards, Maggie Brown, works collaboratively with the K-5 staff to develop and implement a world class science experience for all Eastham Elementary students, including our preschool students.

Mrs. Brown utilizes the natural resources of Cape Cod with purposeful field trips, resident field experts, and incorporates hands-on, project-based learning to make the NGS Standards come alive.

The following is just a glimpse of some of the grade-level field trips:

- Our fifth grade students participate in a yearlong study of the Salt Pond and First Encounter biotic and abiotic environments.
- Our third grade students participate in an extensive study investigating Vernal Pools with the National Seashore.
- The fourth grade collaborates with the National Seashore to study weathering and erosion with visits to Doane Rock and Nauset Light Beach.
- The Audubon Naturalists come for all grades with a focus on first grade (habitats) and fourth grade (oyster reefs and oysters).

Literacy

Our Wonders literacy initiative is in its fourth year of implementation and teachers are impressed with the challenging expectations of the unit themes, as well as the resources for meeting individual needs.

To further support literacy growth and development:

- Grade level literacy team meetings are held three times each year to discuss student growth.
- Teamwork-leveled reading groups meet each day to receive small group instruction in addition to classroom instruction as outlined in the Nauset Tiered System of Support (NTSS).
- Standards-based writing prompts, rubrics, and holistic scoring using grade specific writing benchmarks have been used to inform individual instruction.
- Tina Escher, the Title I coordinator, plans and schedules academic support in both reading and math for Grades 1-5. She also facilitates the literacy team meetings.

Math

- Our math program/resource is in its fourth year of implementation. Teachers and students are experiencing tremendous growth and understanding of the eight math practices.
- Our district math coordinator, Tracey Deegan, has provided yearlong professional development for grade level teachers to help equip them to be more effective in the classroom.

Technology

- This year the town of Eastham invested \$25,000 to purchase new iPads to meet the district's technology integration goals. The student ratio to iPad is 1:1 in grades 3-5 and grades K-2 have 10-12 per grade level.
- Our technology integration specialist, Breigh-Ann Menza, works collaboratively with teachers and students to assure effective use of these new teaching and learning tools.

The Arts

- Art teacher Molly Driscoll, music teacher Eileen Poitras, and instrumental teacher Chuck Hollander-Essig bring the arts to life at Eastham Elementary.
- Kindergarten explores Eric Carle, Wassily Kandinsky, Tools of the Mind Themes.
- First Grade investigates Eric Carle, Vincent van Gogh, Claude Monet / Impressionism, Gustav Klimt.
- Second Grade explores Piet Mondrian, Vincent van Gogh, Henri Matisse, Analogous Colors.
- Third Grade studies Frida Kahlo, Wayne Thiebaud / "Pop- Art", Joan Miro / Surrealism, Georgia O'Keeffe.

- Fourth Grade investigates drawing techniques, value scale, Vincent Van Gogh, Jim Dine, Pablo Picasso / Cubism, self portraits.
- Fifth Grade studies color theory, Vincent van Gogh, Alexander Calder / kinetic sculpture, Andy Warhol, Edward Hopper.
- In the music room children perform, create, and respond to each one of the elements of music: pitch, rhythm, form, harmony, texture, history/style, and tone color (timbre), *MusicWorks! Every day*: program in partnership with the Cape Cod Symphony.

Building School Community

- Responsive Classroom – social emotional curriculum that is the foundation for teaching and practicing compassion, respect, and responsibility.
- Kids Fitness Challenge and field day.
- Before school BOKS (Bring Our Kids Success) workout.
- Arts Night: Exhibition of student art and musical performances.
- Community Building Events: Family breakfasts; classroom plays and presentations; Walk to School Day, Veteran's Day remembrance, Memorial Day presentation and walk, Field Day family picnics, regular visits to the Eastham Council on Aging for an inter-generational sing-along, Community Friends week.
- Transition activities for incoming kindergarten students: Registration, parent orientation, screening, bus ride, and meet the teacher.
- Transition activities for fifth grade students moving to the Nauset Regional Middle School.
- Morning classical music, student lead Pledge of Allegiance and announcements.
- KABOOM after school activities and enrichment.
- Cross-grade peer modeling activities; All School Morning Meeting.
- Whole school celebrations and events: One-School-One Book; Community Readers; Read Across America; Vocabulary Parade; monthly all-school morning meetings.
- Students are recognized by their teachers each month at the All-School meetings with special Beacon awards.

Parent / Community Involvement

Educating the children of Eastham takes the collaborative efforts of an entire community! Our parents' group works tirelessly to enrich our student experience:

- Eastham Elementary School Parents Group: Fundraising; enrichment; family events.
- Community Friends spend time in classrooms during American Education Week in November.

- Community Read-Aloud program.
- Cultural Programs sponsored by EESPG.
- Student Parent Handbook, monthly EES Newsletter, lunch menu and activity calendar, classroom newsletters, teacher web-pages and teacher email blasts.
- Eastham Elementary School web page.
- Use of the Blackboard Connect program to facilitate school/parent communication.
- Fourth and fifth grade students visit the Eastham Council on Aging to sing and interact with our residents.
- Traditional Community Memorial Day Assembly and march.
- Community service initiatives. This year our students and staff raised hundreds of dollars for storm relief efforts.
- Open House format including a curriculum overview presentation in each classroom.
- Grade specific curriculum nights for students and parent(s).

Respectfully submitted,

William H. Crosby
Principal

EASTHAM ELEMENTARY SCHOOL COMMITTEE

The collective commitment of the Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential. This is the goal that our committee strives to enhance through sound fiscal budgeting and the integration of our community resources, both people and places.

The Eastham Elementary School Community continues to be a beacon shining brightly to help and support our children as they navigate the challenges of a rigorous curriculum, and cope with social/emotional issues, all while providing them with rich, engaging learning experiences. The unique location affords our students the opportunity to experience the expert knowledge of National Seashore Rangers and Audubon Naturalists. Field trips and classroom visits allow for amazing hands-on, real life science experiences and applications.

The start of the 2017 school year began with an initiative to put “empathy into action” at Eastham Elementary School. Inspired by Michele Borba’s book UnSelfie: Why Empathetic Kids Succeed in Our All-About-Me World, the staff and students made a yearlong commitment to practice the nine habits of empathy as outlined in the text with the hope of creating a school culture of caring, kindness, and mutual respect.

The committee’s dedication and commitment to the school’s mission statement was once again realized when we were able to purchase and add new iPads to our inventory. Each student in grades three-five has their own iPad with individual usernames and passwords. K-2 students have eight-ten per classroom. EES is on track with meeting the Nauset District’s Technology Benchmarks aligned with the Massachusetts Computer Literacy Standards. The technology integration specialist and classroom teachers have worked collaboratively on best practices for effective use of these new teaching and learning tools.

Community outreach continues to be a focus at Eastham Elementary. Our fourth and fifth-grade students visit the Council on Aging regularly to sing and chat with our residents. This year we welcomed community members to visit our classrooms to experience firsthand all the great teaching and learning. Each month we welcome parents and community members to our All-School meetings to launch our monthly theme, recognize students with Beacon Awards, and celebrate monthly birthdays, all to foster a vibrant school culture. Our after-school Kaboom program provides extended day activities for students at all grade levels. Most of these offerings are facilitated by community members.

Through maintaining a dialogue with our association members (MASC) and our stakeholders, we believe we will continue to best serve the students of our town within the present budgetary constraints.

Respectfully submitted,

Joanne Irish, Chair
Ann Crozier
Mary Lou Sette
Judy Lindahl
Moira Noonan-Kerry

FINANCE COMMITTEE

The primary focus of the Finance Committee is to give its recommendations and comments on articles in the annual town meeting warrant, as required by the town charter. As part of that process, the committee reviewed the annual budget, advised the Board of Selectmen, and included its votes in the warrant.

A secondary role of the Finance Committee is oversight of significant capital projects with a representative on each capital projects committee as required by the town charter. Our representatives have been active in all discussions and decisions taken on the town-wide water system, affordable housing and the library.

In addition, the Finance Committee has provided analysis and advice on numerous finance, accounting and related operational matters referred by the Board of Selectmen and Town Administrator, and as identified by the committee as requiring the attention of town officials. Finance, accounting, and related operational matters include but are not limited to:

- Sources of new or expanded revenue (including advice on setting fees for
- services such as the town water)
- Opportunities to reduce cost or increase operational efficiency (including school bus transportation and Nauset Regional High School student parking)
- Capital planning
- Independent audit process
- Pension and related liabilities and funding
- Review of property tax assessment process

Individual members of the Finance Committee have acted as liaisons to various departments and committees to keep abreast of ongoing activities and their possible financial impacts on the town.

Respectfully submitted,

Michael Hackworth, Chair

FIRE DEPARTMENT

The Eastham Fire Department provides a professional level of emergency medical care, fire suppression, fire prevention, hazard mitigation, and safety education to the citizens and visitors of the Town of Eastham. It is the mission of this department to provide the best possible level of service utilizing the resources provided by our community.

In the summer of 2017, the town received a federal grant to replace the current manual lift stretchers used in our ambulances. The new type of stretcher lifts the patient using electric hydraulics. These new stretchers help to prevent back injuries and other types of injuries to fire department personnel.

The position of Deputy Fire Chief was filled in September of 2017 after being vacant for four years. The Deputy Chief is responsible for building inspections, fire prevention training/education, code enforcement, and assisting the chief with other aspects of fire department management and operations. Deputy Chief Daniel Keane was chosen to fill the position. Deputy Keane was a member of the Town of Sandwich Fire Department where he held the position of Firefighter/Paramedic, Fire Inspector, and Lieutenant/Paramedic over a period of 16 years. Deputy Keane is a welcomed addition to the staff of the Eastham Fire Department.

In the fall of 2017, the Town of Eastham was notified the ISO rating (Insurance Service Office Rating) for the town had been lowered from a 9 to a 4 (“1” being the best rating with “9” being the worst rating) in the areas of the town now protected by municipal fire hydrants. The lower rating helps reduce the cost of homeowner insurance rates with many insurance companies. With the continued expansion of the municipal water system, additional homeowners should see a reduced cost of their homeowner insurance. These new hydrants greatly enhance the capability for effective firefighting operations for the Eastham Fire Department and make the community a safer place to live.

At a special town meeting on October 23, 2017, the taxpayers and town officials supported and helped to fund a Federal SAFER (Staffing for Adequate Fire and Emergency Response) grant to hire four additional Firefighter/EMT/Paramedics. These additional Firefighter/EMT/ Paramedics were hired in January 2018 and will provide needed help with handling emergencies, provide additional personnel for station coverage, and provide personnel to respond to a second subsequent emergency. I would like to thank Town Administrator Jacqueline Beebe, Assistant Town Administrator Michael Lorenzo, the Board of Selectmen, Finance Committee members, and especially the citizen taxpayers for supporting this important public safety issue. I would also like to thank Firefighter/Paramedic Ryan Van Buskirk for his time and expertise in writing this grant.

In closing, I would like to thank the members of the Eastham Fire Department, Board of Selectmen, Finance Committee members, Town Administrator Jacqueline Beebe, Assistant Town Administrator Michael Lorenzo, Eastham town employees, and the residents of Eastham for their support during my past two years as Fire Chief. The members of the Eastham Fire Department wish to thank the citizens and visitors of Eastham for their continued support throughout the years. We will continue to work closely with all town departments to provide the best possible service to the

community. The Firefighter/EMT/Paramedics of Eastham are committed to providing the highest level of emergency medical care, fire protection, and hazard mitigation for the citizens and visitors of this community.

Respectfully submitted,

Chief Kent J. Farrenkopf

2017 Incident Statistics

• Fire Incidents	34
• Rescue/EMS Incidents	1228
• Hazardous Condition Incidents	81
• <u>Other Assistance Rendered</u>	486
Total Emergency Incidents	1829
• Inspections/Code Enforcement	306
• Public Education Activities	62

1651 FOREST ADVISORY COMMITTEE

In 2017 the Forest Advisory Committee worked together with the Friends of the Eastham 1651 Arboretum and the Natural Resources Department to provide oversight of the ongoing forest project in Wiley Park. Efforts this year included additional work on a more efficient cloud- based data entry system with an improved inventory protocol, the building of an updated species list, and two planting events coordinated and carried out by the Friends.

Henry Lind, of the Advisory Committee, has continued his work with Town Planner Paul Lagg on a new tablet-based data-entry portal for an updated planting inventory. Progress has been good, but the committee is searching for a more reliably accurate GPS locator that will tie in well with the recording device. Recent plantings have been entered into the program and it should soon be possible to generate new planting summaries and informative species mapping. Improvements will include upgraded GPS positioning for each specimen and more accurate mapping. A metal detector, purchased by the Friends, is now being successfully utilized to locate hard-to-find identification stakes, and a fungal root dip is being tested in hopes of increasing a plant's ability to absorb moisture and nutrients.

The Friends of the Eastham 1651 Arboretum had a busy 2017, which included two plantings in the southeast quadrant of Wiley Park (shadbush and black huckleberry), greeting many interested visitors to their booth at Windmill Weekend, co-sponsoring an educational library program, Claudia Thompson's "Gardening Native Plants: Why It Matters", along with continuing invasive maintenance in the park.

The Forest Advisory Committee wishes to thank Senior Natural Resources Officer Mike O'Connor for his many helpful years as liaison. We miss him very much but we also welcome his replacement, Dave Johnson, who has also been a dedicated supporter and resource for the committee and the Friends. We additionally offer our thanks to Town Planner Paul Lagg for his ongoing helpful assistance in the implementation of this forest project.

Respectfully Submitted,

Steve Gulrich, Chair

BOARD OF HEALTH

The mission of the Board of Health (BOH) is to protect, promote and sustain the public and environmental health of the Town of Eastham. This was accomplished in 2017 with the dedicated efforts of the town health agent and staff, guided by local and state regulations. The board continues to monitor and address new and changing health-related issues as they occur in Eastham, advocating for a safe environment, reduction of known health risks, and for the promotion of known preventive health measures.

With the Eastham municipal drinking water system Phase 2 well underway, the board moved to update town regulations for Title V requirements, considering all Eastham land parcels as “environmentally sensitive” due to the continued deterioration of our ground water, surface ponds and estuaries, in large part due to septic system effluent. Though municipal water availability serves to reduce the problem of close proximity of drinking water wells to septic systems, it will be a long time before on-site water supply wells and wastewater disposal systems no longer are of concern to public health. Even when and if all properties in Eastham hook up to municipal drinking water, there will remain many environmentally sensitive areas due to the single aquifer and abundant wetlands, estuaries and public recreational waters throughout our town.

During 2017, the board held 12 regular formal meetings, responding to requests for variances and reviewing numerous septic system proposals. The board continues its attempt to balance protecting the safety of our aquifer, estuaries, and fresh and saltwater recreational waters, while being responsive to the needs of property owners. The BOH also conducted 11 workshops, with presentations by experts addressing issues including wastewater planning, tick-borne diseases, fertilizer use and the status of innovative and alternative septic system effectiveness and prospects for improved designs for the future.

The BOH also supported the following activities carried out by the Town of Eastham Health Department:

- Influenza vaccine clinics
- Free nitrate water testing program
- Wastewater planning. Eastham is a designated Waste Management Agency
- Massachusetts Estuary Program (MEP) - Water testing in Nauset Estuary with Orleans and CCNSS
- Pond water quality testing
- Landfill Project: Environmental investigation continues to define the extent and magnitude of the plume with expansion of the well sampling program and installation of permanent monitoring wells at four locations.
- Inspections: Housing, restaurants, beach testing and pools (see statistics)
- Representation on the Animal Regulatory Work Group
- Representation on the Strategic Planning Committee.

The Board of Health would like to thank Glen Olsen and Vicky Anderson for their tenure on the Board, and welcome new member Adele Blong.

Respectfully submitted,

Dr. Joanna Buffington

**EASTHAM HEALTH STATISTICS
(Calendar Year 2017)**

Category	Money Collected:	Total Permits:
Abutters List	775.00	
Auto	200	2
Billards	300	3
BOH Fines	325	
BOH Review	1,300.00	27
BOH Variances	850.00	19
Building Permit Review	75.00	3
Camp	400.00	3
Coin Op	600	4
Common Vic	4,100.00	45
Entertainment	800.00	8
Food Permit	5,575.00	59 Food, 4 Temp Food
Hotel/Motel	6,000.00	30
Ice Cream	300.00	6
Liquor License	28,700.00	21
Milk	450.00	9
Mini Golf	450	3
Peddler	500.00	4
Perc Test	7,450.00	75
Pool	1,800.00	18
Realty Certificate of Compliance	100	4
Refuse Hauler	600.00	6
Rentals	525.00	7
Research	60	
Septic Hauler	2,000.00	20
Septic Installer	4,000.00	40
Septic Permit	10,400.00	104
Title 5 Inspection	8,250.00	165
Tobacco	800.00	8
Well Permit	1,300.00	26
Whirlpool	200	2
Windmill Green	275	
Total Fees Collected	89,460.00	

Respectively submitted,

Jane Crowley, M.S., R.S.,
Eastham Health Agent

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held six regular meetings during 2017. Nine workshops, one site visit, and one public hearing took place as well. In addition, extensive research was conducted to document the historical accuracy of several properties. As a result of this research, several historic homes were preserved.

As was the case in 2016, the Eastham Historical Commission's work was focused on the creation of a master index of all historic homes surveyed so far. A hard copy of this index is maintained at the Eastham Public Library and will be posted on the town's website in the near future.

The commission is obligated by state mandate to identify all Eastham homes that are seventy-five years old or older. All property owners of these homes wishing to apply for a demolition permit must participate in a review session with the EHC. It may take up to eighteen months for the review process to be completed and for a demolition permit to be granted.

In 2017 the EHC's George Abbott Preservation Award was presented to the owner of the 1775 State Highway Greek Revival home, built by Eastham sea captain Freeman Doane Mayo. This home was saved from demolition and carefully restored by the current owner, Scott R. White.

A demolition permit was granted to the owners of a condemned and abandoned building on Massasoit Road.

The Eastham Historical Commission thanks the town's administrative offices, the assessor's office, the tax office and the building department for all assistance given to complete the commission's many tasks.

Respectfully submitted,

J. Holden Camp Jr., Chairman

EASTHAM HOUSING AUTHORITY

The Eastham Housing Authority owns and manages 12 duplex units and one single-family dwelling located throughout town. The authority continues to utilize the management services of the Orleans Housing Authority under contract.

The Housing Authority is actively searching for suitable housing opportunities and supports the town and its efforts to create more affordable housing.

Respectfully submitted,

Edward Brookshire
Jerry Cersale
Lisa Radke
James McMakin
MaryBeth O'Shea

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee has been in service to the Town of Eastham since 1992. It is currently comprised of the following seven members: Dilys Smith, Marcia Bromley, Felice Coral, Joan Matern, Stella Edmondson and Kate Berg, who serves as chair.

The Human Services Advisory Committee's role is to accept and review all funding requests from human services providers, to evaluate their programs in view of the community's needs, and to recommend to the Board of Selectmen and Town Administrator a specific grant amount. The Human Services Advisory Committee considers the merits of these requests through application review, interviews and/or site visits. The final funding amount is determined at Town Meeting in May, when the citizens of Eastham approve the town budget.

For FY19 the committee has considered applications from 16 agencies that provide important services to the residents of Eastham and we are confident all of them deserve our support. The Town of Eastham is fortunate to have these important programs that serve the needs of our residents.

Respectfully submitted,

Kate Berg, Chair

LIBRARY

We have settled in to our new library, and more importantly, our citizens are enjoying the space, the collections and the opportunity to host meetings in Eastham instead of traveling out of town. In 2017, the library issued 948 new library cards, 19 percent of Eastham's population. On one day this summer, nearly 1,000 patrons visited the library. The library was formally dedicated on February 4th with speeches, delicious food and many good wishes. Lower Cape TV was on hand to film the festivities. At a party for donors the evening before the dedication, Eastham Library Building Fund (ELBFI) members announced that the goal of \$1M had been met.

Our library programs continue to grow and include weekly toddler, a mom's group, and pre-school story hours, the summer reading programs, a monthly book discussion group, Saturday's music series, films, and many special programs that range from One Book One Town to jazz to genealogy. This year's One Book One Town choice, Atul Gawande's "Being Mortal," included an Aging in Place series led by community experts and in partnership with Nauset Neighbors. Assistant Director Karen MacDonald and the Adult Programming Committee curated many of these programs, primarily funded by the Friends of the Eastham Library. By booking library meeting rooms, community members, town organizations and town boards and staff also enriched the level of programs available. This year, the library community gave back through a pajama drive, auction fundraiser for the Chapel in the Pines, and Food for Fines to benefit the Love Food Pantry at the Eastham United Methodist Church.

Youth Services Librarian Fran McLoughlin and Outreach Librarian Marianne Sinopoli have made our Children's Library on the Pond a haven for families with children of all ages. Our youngest patrons attend the Outer Cape Moms Group for infants and parents, and then grow into attendees at Lucy Gilmore's Toddler Time. Children ages 2 - 5 are welcome at preschool story time and Move and Groove. Classes from local preschools enjoy our story time/play area. Saturdays often find the program room abuzz with a number of fun games and activities to reflect STEAM learning. Groups from Town of Eastham Recreation, the Girl Scouts and the Eastham Junior Library Club also meet regularly in the program room. Grandparents appreciate our grandparent boxes that contain items that might interest young family members. A Harry Potter chess set is available to use in the Young Adult room. It sees much action, especially between parent and child. During the summer and school vacations, children might attend pajama story time, Terrific Tuesday evening programs, Firebirds story time, craft programs, Lego time, science events, dancing programs, and family movies. MOBY backpacks, chock full of fun items and books on specific subjects to use outdoors are available to borrow, and, as always, children and their adults are welcome to peruse the book and media collections in our beautiful library.

In May, the Library hosted the [Eastham Mass. Memories Road Show](#), and the photos scanned and videos made that day are available online. The Library Art Committee organized monthly exhibits in three gallery spaces, hosted receptions and talks, and greatly assisted library staff. Exhibits ranged from traditional art to local history – Eastham's own Jim Owens - to live collaborative art, such as the Key Project. Winter at the library is a special time. Patrons enjoyed working on a community jigsaw puzzle by the pond, using the new magnification equipment or simply reading the newspaper or a book. While the Library has been open for a year, the Eastham Public

Library Building Fund, Inc. (ELBFI) still welcomes requests to fund new technology needs which included a new public computers and a catalog station in the children's room, additional equipment for the visually impaired (including a new hi-definition magnifier and a braille) and a second self-checkout station.

The Turnip Festival expanded with a special games section for children, and, as always, included local delicious turnip recipe samples, contests, music and good fun. Volunteers also highlighted library programs and services using three purple book trucks with flashing purple lights attached to a pole.

Library Assistant Freya Hemley continues to highlight our programs and collections with countertop book displays that include beautiful art and calligraphy. The library staff work together as a team to tie all the activities together and comprehensively celebrate national themes such as "Banned Book Week" and "Love Your Library Month." Patrons especially appreciate books, recommended by library staff, that are displayed with reviews helping them to choose what to read next.

Library staff participated in a prototype grant-funded Word of Mouth Marketing Campaign. The tag-line, "The Eastham Public Library – For Every Chapter in Your Life," clearly states the role the library plays in today's fast-paced and technology-driven society. The library also participated in another grant-funded project, a town-wide preservation assessment done by the Northeast Document Conservation Center of local history collections. That, and a written disaster plan, highlight the work that the local history collection will need in the years to come. The first preservation activity was the restoration and mounting of the town's bi-centennial quilts above the stairway and in view from the Reading Room.

Cataloging and working with the local history collections are some of the many projects that Library Assistant Connie Wells works on in addition to adding new books to the collection and cataloging the collection so it makes sense. This summer, Library Assistant Melanie Fernandes joined the staff, bringing an interest in archives, working with youth and helping the staff and patrons with technology. Melanie is available to help patrons one-on-one with e-readers and using library computers and equipment.

The library is thankful for the community support and involvement that has been crucial to our success, support from all its hardworking and dedicated volunteers, the Friends of the Eastham Library, and the Eastham Library Building Fund, Inc. (ELBFI). We thank you all!

The library expanded its hours to 40 hours per week in 2017 and looks forward to Sunday hours this spring.

Library Statistics for FY17

Staff: 3 full-time, 4 part-time

Hours open per week: 40

Holdings (books, videos, audio, magazines, newspapers, museum passes, downloadable formats, databases): 53,378

Electronic Holdings: e-Books 61,701, **e-Audio** 9,063

Circulation: 86,366

Registered Borrowers: 7,482

Registered Borrowers who are Eastham residents: 3,001

Interlibrary loans sent out: 13,011

Interlibrary loans received: 11,266

Programs: 472

Attendance at programs: 8,743

Volunteers: 67

Volunteer hours contributed: 6,818

Children who participated in Summer Reading Program: 214 (reading 2,364 hours)

In May, the library was awarded LEED (Leadership in Energy & Environmental Design) Gold from the U.S. Green Building Council. The library is one of two buildings in Eastham to achieve a LEED award. This award resulted in a grant of \$84,550 from the Massachusetts Board of Library Commissioners Green Library LEED Incentive Program. The library director and trustees spent many hours working on the punch list, learning how the library's mechanical systems function and developing a landscaping plan. All of this could not have been done without the strong support of the Department of Public Works, Department of Natural Resources, fire and police departments, the building inspector, health agent, IT Director and so many others.

The library trustees, staff and volunteers encourage all Eastham residents to visit the library, enjoy its programs and services, borrow a book, share your thoughts and suggestions with us, and help us in our marketing campaign by telling your friends and neighbors about the library. Help us to spread the word – The Eastham Public Library – *For Every Chapter in Your Life*.

Respectfully submitted,

Al Alfano, Trustee

Sharon Krause, Trustee

Norma Marcellino, Trustee

Dave Payor, Trustee

Mary Shaw, Trustee

Debra DeJonker-Berry, Library Director

NATURAL RESOURCES DEPARTMENT

The Natural Resources Department includes the department manager, shellfish constable, harbormaster, and two deputy natural resources officers. The department oversees and manages four primary areas: conservation, harbors and waterways, shellfish and land management. The department provides staff support to the Conservation Commission, Open Space Committee, Shellfish and Waterways Committee, and the 1651 Forest Advisory Committee.

SHELLFISH

Propagation

Shellfish propagation programs began in April when we placed 20,000 oyster seed in floating bags in Salt Pond. The oysters and bags were cleaned, culled and sorted throughout the summer and fall. In November, the oysters were ready for harvest for the annual Oyster Sunday event. Roughly 400 visitors attended and a total of 201 permits were checked. Two hundred fifty-thousand quahog seed, 1.5 millimeters in size, were received in June from the Barnstable County Cooperative Extension. The quahog seed was grown in the Salt Pond grow-out facility and was broadcast in Salt Pond, Nauset Marsh and Town Cove in the late fall. In May, the department planted three hundred bushels of relayed quahogs into Town Cove and Salt Pond and kept these areas closed until the Division of Marine Fisheries certified them for harvest in September. We also hosted two Learn to Shellfish programs this summer in coordination with the recreation department. Throughout the season, many bushels of blue mussels were brought in from the Nauset inlet area for recreational harvesting. Weekly shellfish testing with the Division of Marine Fisheries resumed in March, and by May 4, Salt Pond, Nauset Marsh and Town Cove were closed to shellfishing due to red tide. After three clear tests were collected, Nauset Marsh and Town Cove opened on June 10th and Salt Pond reopened on June 17th.

Aquaculture

The department worked with several new aquaculture licensees in Cape Cod Bay and Nauset Marsh as they went through the permitting and licensing process for their shellfish grants. Several *Vibrio* compliance checks were conducted to ensure safe shellfish harvesting through proper icing, shading and tagging. Throughout the season, grant areas were monitored for loose gear, ATV use and plover-habitat patrol requirements.

1,926 shellfish permits were issued in 2017. The following is a breakdown:

Resident:	869	Commercial:	128
Resident senior:	569	Senior commercial:	26
Non-resident:	53		
One-week:	306		

HARBOR AND WATERWAYS

Oversight and management of harbors and waterways includes the issuance of mooring permits, maintaining mooring waiting lists, issuance of Rock Harbor dockage agreements, natural resource management and planning, maintenance of town landings, dock and pier repair and construction, and setting and hauling of aids to navigation.

Rock Harbor

Rock Harbor had full occupancy of all 48 slips. Two slips were issued to individuals on the wait list. There was a slight increase to the number on the wait list, with a total of 126 waiting for dockage for inside, outside, and stick dock slips. Our two transient slips were issued 22 times throughout the season with strong interest in the early and late season. Rock Harbor floats were pulled in November and repaired for the 2018 season.

Moorings

Three hundred fifty-one mooring permits for Nauset Marsh, Cape Cod Bay and Great Pond were issued beginning April 1st, 14 of which were transient permits. The large majority of moorings, 78 percent, were used for recreational boats less than 25 feet in length. The interest for moorings at Great Pond continued as the waitlist grew to 23. High winds and heavy rains resulted in several vessels breaking off moorings, becoming submerged and overturned. The department conducted several compliance checks to ensure proper registration and identification and removed more than 20 hazardous and derelict moorings.

Aids to Navigation

Channel markers were set in Town Cove and through to the Nauset Inlet. The channel this year was more dynamic, therefore the department ensured the markers were checked and adjusted weekly. At the end of the season, the markers were pulled, cleaned, repaired and replaced as necessary. Swim buoys were set at First Encounter Beach and Great Pond. As part of the health department's estuary-wide sampling program, the conservation department also set several water monitoring buoys and worked with the Health Department in collecting water samples throughout the summer at Salt Pond.

Vessel Storage

Vessel storage permits were issued on a first come first serve basis beginning April 15, 2017 for Great Pond, Hemenway Landing, Boat Meadow, Salt Pond, and South Sunken Meadow. A total of 129 storage permits were issued, including 15 transient permits. Vessel storage continues to be a popular program with most areas filling within weeks.

LAND MANAGEMENT

Several days of invasive vegetation removal was completed at Upper Boat Meadow Conservation Area and Sandy Meadow with AmeriCorps Cape Cod. The department also maintained the walking trails throughout the year and cleared fallen trees and debris at Wiley Park, Upper Boat Meadow, Sandy Meadow and Cottontail Acres conservation areas. The Nickerson Connector property received an upgrade of a stairway and handrail with the assistance of an Eagle Scout project with Troop 83. The department received several calls regarding stranded and injured wildlife this year ranging from a dovekie, juvenile northern gannet, ocean sunfish to a bird entangled in fishing line at Wiley Park. The department also patrolled and monitored beaches and landings daily throughout the year.

In March, we observed the first river herring of the year in March making their way from Cape Cod Bay to Bridge Pond and Herring Pond. We completed improvements and debris removal along the Herring Pond run and continued to monitor the herring runs daily throughout the season, adjusting boards and ensuring they were free of obstructions. Thank you to the volunteers supported by the Association to Preserve Cape Cod that spent many mornings counting fish that migrated into the ponds. There has been a gradual decrease in the number of herring migrating over the last couple of years, according to data collected by APCC and department observations.

AMERICORPS CAPE CODE

We wish to thank AmeriCorps Cape Cod for their assistance on many projects this year. These included clearing two herring runs, installing new fencing and trail work at Wiley Park and Herring Pond, removing invasive vegetation at Upper Boat Meadow Conservation Area, land management at Sandy Meadow, and several oyster culls for the Salt Pond. We also welcomed an AmeriCorps placement to work on developing a remote-set oyster program for Cape Cod Bay and certifying two vernal pools.

STAFFING

Dick Hilmer left the department in January after several years of service. We wish him the best in his future endeavors. Also in January, we welcomed Kim St. Aubin as our administrative assistant. Nicole Paine was appointed the town's shellfish constable in July and Ryan Nolan was appointed Harbormaster in November. We also welcomed Jack Bicker in July as our new part-time skilled laborer.

These great programs and projects were made possible by the great team effort and dedication of the Natural Resources Department staff:

Kim St. Aubin, Administrative Assistant
Nicole Paine, Shellfish Constable/Sr. Natural Resources Officer
Ryan Nolan, Harbormaster/Sr. Natural Resources Officer
David Johnson, Deputy Natural Resources Officer
Mike O'Connor, Deputy Natural Resources Officer

We thank the department of public works for their flexibility and assistance on many projects and the Recreation Department and all the residents, departments and agencies that assisted us throughout the year.

Respectfully submitted,

Shana Brogan
Conservation Agent
Department Manager

OLD TOWN CENTER HISTORIC DISTRICT COMMISSION

The Old Town Center Historic District was formed under the provisions of Chapter 40C Massachusetts General Laws, as amended by Chapter 168, Acts of 1975 by-law adopted at the Eastham Town Meeting in 1986.

The Old Town Center Historic District Commission's purpose is to review all new construction, reconstruction, alterations, movements and demolitions of all exterior architectural features of buildings and structures within the Old Town Center Historic District which are visible from any public street, public way or public park. This also includes changes to outbuildings, fences, walls and some signs.

On March 24, 2017, Chairman Mark Murzyn notified the commission and the town that, due to other commitments, he could no longer serve on the commission and would not be seeking reappointment. The commission thanks Mark Murzyn for his past service as chair.

Two applications for existing home renovations and additions were approved by the commission in 2017. These two cases are as follows:

Case No. OTC.2017-1, February 8, 2017: Frannie & Zoe Realty Trust, Frances Francis, owner of 275 Locust Road, represented by Nathan Tissot of Solar City, sought a Certificate of Appropriateness under the Old Town Center Historic District Commission by-law to install 10 solar roof panels on the rear east-facing roof of the house.

Case No. OTC.2017-2, May 19, 2017: Thomas and Lucy Ott, owners of 195 Locust Road, sought a Certificate of Appropriateness under the Old Town Center Historic District Commission by-law as follows:

- Replace existing cedar roof shingles on all roofs with acceptable asphalt/fiberglass shingles, Landmark Pro, Weathered Wood color, made by CertainTeed.
- Replace existing cedar shingle siding with new cedar shingles and replace all deteriorated wood trim with like material, on all exterior facades.

Respectfully submitted,

James Cohen
Jane Fischer
Karen Boucher
Gail O'Keefe-Edson

OPEN SPACE COMMITTEE

The owner of a property adjacent to the Walters property, north of Locust Road has indicated an interest in selling. The Open Space Committee (OSC) has update its application with the Community Preservation Committee for a Fiscal Year 2019 CPA grant to be used for the purchase of the 1.6 acre parcel of open space/wildlife habitat.

Improvements continue to be made to the Sandy Meadow property with the addition of signage and trail markers. In addition, Americorps has assisted in the maintenance of the property.

The OSC continues to work with the Natural Resources Department, through Shana Brogan to establish an Invasive Species Control Plan. This plan would involve identification and control of invasives and training of volunteers who would be present during invasive vegetation removal.

The committee has been seeking a remedy to the placement of the water pipe on Bridge Road where the pipe is elevated at the bridge. Several solutions are being explored but as of now there is no resolution.

Finally, we would like to thank those volunteers who help us throughout the year, keeping our trails open, safe, and free of debris.

Respectfully submitted,

Robert Gurney, Chair

PLANNING BOARD

The following information summarizes the activities of the Eastham Planning Board for 2017.

The Planning Board acted on 36 applications, distributed as follows:

Residential Site Plan Approvals	26
Commercial Site Plan Approval (Special Permits)	7
Approval Not Required (ANR) Plans	2
Subdivisions	1

Regular business items included site plan reviews, subdivisions, ANR plans and by-law development. In addition to regularly scheduled meetings, the Planning Board also held work sessions which focused on improving the clarity of our zoning bylaws. Modifications to the bylaws, particularly concerning the North Eastham Overlay District, were developed, proposed, and accepted at the 2017 Town Meeting. Also, working with the State and Cape Cod Commission, designation of North Eastham as a DCPC (District of Critical Planning Concern) was achieved and a temporary moratorium on development in this district was implemented. Work was begun with the Cape Cod Commission to begin the rewrite of zoning regulations for this area and included two community workshops. Additionally, a moratorium on marijuana retail establishments, which would give the town time to develop zoning regulations, was proposed and passed at Town Meeting. Activity in 2018 will be heavily weighted to these two areas and require significant time of the Planning Board and additional community involvement.

The Planning Board saw the departure of Richard Dill as a member and we thank him for his years of service. We welcomed two new members to the Board: Denise Kopasz (full member) and Peter Weston (alternate). This leaves one open alternate position. Filling this position will be one of our goals for 2018.

The Planning Board is comprised of an excellent team of concerned and talented Eastham resident volunteers who are truly interested in helping develop our community. These volunteers are supported, supplemented, and guided by the enthusiastic and highly competent staff of the Town's Planning Department.

Respectfully submitted,

Art Autorino, Chair
Dwight Woodson, Vice Chair
Joe Manas, Clerk
Dan Coppelman
Marc Stahl
Craig Nightingale
Peter Weston
Denise Kopasz

PLANNING DEPARTMENT

The Planning Department provides staff support to the following boards and committees:

- Planning Board
- Zoning Board of Appeals
- Community Preservation Committee
- Eastham Affordable Housing Trust
- Historical Commission
- Old Town Center Historic Commission
- Barnstable County HOME Consortium

Planning staff regularly attends monthly meetings, hearings and workshops to assist the boards and committees in carrying out their assigned charges. Staff provides reports and performs research and analysis on various subjects. During 2017 the Planning Department worked on a variety of initiatives in cooperation with other town departments.

District of Critical Planning Concern (DCPC)

In July the Board of Selectmen voted to nominate portions of North Eastham for consideration as a District of Critical Planning Concern (DCPC) to the Cape Cod Commission. The nomination focused on improving economic development, affordable housing and traffic safety in a comprehensive manner that will reflect the desires and values of the community. A District of Critical Planning Concern (DCPC) designation allows for creation and adoption of special rules and regulations to govern development or other land use within the designated district. These special rules and regulations, called Implementing Regulations, are the means by which development or other land use is regulated within a district. Once a DCPC is designated and Implementing Regulations are adopted and incorporated into the local zoning by-law, town agencies will oversee development and land use within the designated district. Staff successfully completed the nomination process and the DCPC was approved by the Barnstable County Assembly of Delegates on November 1, 2017. Staff has begun working with the Cape Cod Commission on implementing the DCPC regulations. This work included multiple staff review sessions and analysis with the Planning Board, a public workshop held on December 19th at the Eastham Library and a “Community Identity” survey posted on the town’s website. Work on the DCPC implementation will continue in 2018 with the goal of drafting new zoning bylaws for adoption at the 2018 Annual Town Meeting.

Technical Assistance Panel

The town received grant funding from Barnstable County to sponsor a Technical Assistance Panel (TAP). Town staff, elected officials and community stakeholders participated in a one-day workshop with the Urban Land Institute (ULI), a Boston based non-profit organization. The TAP program brings together ULI members with a range of professional expertise to provide focused, collaborative consultation to local

governments. The goal of the TAP program was to analyze opportunities for improving economic and land use development, community character, and community assets and infrastructure. The results from the TAP program will be used in conjunction with the DCPC zoning bylaw analysis.

Town Website

The town planner supervised the update of the Town of Eastham website. The website was upgraded to a streamlined/user-friendly platform. Information on the site has been reorganized for improved clarity and transparency. The town will continue to update the site and add additional data and tools for public use. <https://www.eastham-ma.gov/>

Taskforce on Animal Regulations

The town planner worked with the Ad Hoc Task Force on Animal Regulations to analyze existing animal regulations and make recommendations on implementing new regulation policies and procedures to help manage the permitting and management of animals in Eastham. The work of the taskforce will continue in 2018.

Purcell Property Affordable Housing Development

Staff assisted in the regulatory review and design for the 65-unit affordable rental development. The development has received funding from the state and is scheduled to begin construction in 2018. Town staff will continue to work with the developer as the project progresses.

Municipal Water Connection Software

The town planner, in cooperation with staff from Environmental Partners continues to upgrade the town's existing web-based software (Peopleforms) to improve the online application process for new water applications so they can be tracked comprehensively across multiple departments.

Affordable Housing Trust

The town planner assisted the Housing Trust with implementation of new housing assistance programs made possible through CPA funding. New operational guidelines were also drafted to assist the trust in carrying out its mission.

Field of Dreams Improvements

The town planner and recreation director continue to manage ongoing improvements to the "Field of Dreams" recreation facility located behind the town hall. The project is funded through a CPA grant. During 2017, final plans were completed and construction commenced in September. Work is scheduled to be completed in Spring 2018.

FEMA Community Rating System (CRS Program)

Planning staff worked with staff from the Barnstable County Cape Cod Cooperative Extension to complete The Town's enrollment in FEMA's Community Rating System (CRS) Program. The CRS program is a voluntary, incentive-based program that recognizes and encourages community floodplain management activities that exceed the minimum National Flood Insurance Program standards. Depending upon the level of participation, flood insurance premium rates for policyholders can

be reduced up to 45 percent. CRS floodplain management activities enhance public safety, reduce damages to property and public infrastructure, avoid economic disruption and losses, reduce human suffering, and protect the environment. Participating in the CRS provides an incentive to maintaining and improving a community's floodplain management program implementation. Some CRS activities can help projects qualify for certain other federal assistance programs.

I would like to thank all of my colleagues who work for the Town of Eastham. Their assistance and support in a variety of areas is greatly appreciated. Also, very special thanks to Administrative Assistant Debbie Cohen for her hard work and assistance overseeing the day-to-day operations of the planning department and of the multiple boards and committees to which the department provides assistance. I would also like to express my gratitude to the volunteers who serve on the boards and committees for their hard work and dedication to the community.

Respectfully submitted,

Paul Lagg,
Town Planner

POLICE DEPARTMENT

The year of 2017 was a year of change for the Eastham Police Department and for the Town of Eastham. In April, the department welcomed Officer Andi Williams back after she completed 22 weeks of training at the Regional MPTC Police Academy in Plymouth. Upon her return she assumed duties as the new Animal Control Officer for the town in addition to her regular patrol duties. Our water project and traffic-related issues pertaining to the road detours occupied much time and effort once again this year but we are beginning to see water running in the town and many roads are now realizing final paving after years of construction. We are striving to keep the congestion and delays to a minimum for the third year of this project.

The Eastham Police Facebook page continues to provide our “followers” with up-to-date information relating to incidents and other activities that the department is involved with daily. Our social media program through Facebook and Twitter continues to grow and emphasizes our commitment to excellent customer service to our residents through increased communication through these forums. The CODE RED software program initiated in 2015 allows for town-wide notifications through the web-based program. The program worked wonders to assist with preemptive notifications regarding detours in town due to the water project as well as other major events in town. The program is administered by the police department and allows residents to register their cell phones and email address by going to the police or town website and look for the CODE RED logo. This program continues to be a great tool for communicating with all residents at once as it provides all our residents important information as needed on a town-wide basis.

Traffic and traffic related issues continued as a primary mission for the department. We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. Several state grants were awarded to our department to pursue drunken driving enforcement, seatbelt use, as well as all other general traffic violations. Grants were also received for improvement to our 911 Communications Center. The 911 Training and Incentive grants assist with continued improvements and upgrades to our emergency dispatch center including Emergency Medical Dispatch and increased training and career development.

The Eastham Police Department continues to be active in community outreach programs such as the Neighborhood Watch Program, which is a part of “Triad”, a coalition of our Eastham Council on Aging and Eastham Public Safety (Police & Fire/Rescue). Officer Josh Adams continues to meet and lead this group along with the many volunteers to this program. To date the community is divided into eight regions with 93 Block Captains. The Block Captains represent more than 2,150 residences in town. If you are interested in the Neighborhood Watch Program, please contact Officer Adams.

Due to the recent increase of opiate use Cape-wide, we continue to work with Gosnold to provide outreach services to those individuals and families affected by this addictive drug. For assistance and outreach, residents should contact Det. Sergeant Bohannon, Officer Proudfoot or Gosnold directly and ask for their outreach counselor.

In addition to assistance through Gosnold, we have initiated a new program in coordination with Cape and Islands NAMI (National Alliance on Mental Illness). Through the efforts of NAMI, many of our officers are specially trained to offer residents in crisis proper services and advocacy. This special training, known as CCIT training, will be provided to all our officers over the next several years as we are needing more of the services and resources that NAMI provides.

We continue our commitment to assign the School Resource Officer for the Nauset Regional High School with the position funded through the Nauset School District. This year we have assigned Officer Carrie DeAngelo to this role. She does an outstanding job in working with school officials dealing with police related issues in the schools and provides education on laws, drug awareness and the dangers of alcohol abuse. She also works to create a positive relationship with the young people of the region by forging day-to-day personal relationships between the police and the youth by promoting a better understanding of the police role in the community, including such wonderful programs such as “Shop with a Cop” and the “Toys for Tots” program. In addition, she assists with general school safety issues, the organization of the emergency lockdown drills as well as assisting school administration with general emergency planning. In addition to Officer DeAngelo, Sgt. Schnitzer continues to represent our community by chairing the Nauset School District Emergency Operations Safety Committee and continues also in a leadership role as he works with representatives from the other Nauset communities reviewing our emergency operational plans. This past year the new CRISIS GO “APP” was initiated for assistance during emergencies and is funded by the Nauset District. We continue to work tirelessly to assure our students are kept safe. This year we enacted a drill which focused on full evacuation of Nauset High School in the event of an emergency warranting such an evacuation. The drill was a multi-agency drill and proved to be very successful as we continue our emergency preparation efforts.

This fall we conducted yet another session of our Citizen Police Academy with 15 participants. In each of the 11 weeks of the CPA, the students are exposed to another area of policing as instructed and demonstrated by the officers of the department. The Citizen Police Academy is presented each fall, beginning in September, and has been very successful.

Other community programs include our daily reassurance program for Eastham seniors who desire daily communication with our department which helps their well-being. We also provide child safety seat installation assistance for proper installation of child safety seats in all vehicles. We were again awarded a grant to allow us to provide safety seats for those families in need. Officer Josh Adams is specially trained in these installations and assists any resident with the proper installation of these life saving child seats as well as the allocation for those who qualify. Last year we assisted with 39 installations. Officer Adams can be reached at our regular number for an appointment.

The department also offers to check vacant houses through the “Operation Housecheck” program. Any resident who is interested in having their vacant home checked by the police department may sign up for this service on our website or by calling us at our regular number. This service is typically utilized during the winter “off-season” when many homes are vacant.

Other services and programs can be accessed through our website @ **eastham-ma.gov** and click on Emergency Services.

I look forward to continuing our dedicated and committed service to the Town of Eastham “In Partnership with Our Community,” in 2018.

Respectfully submitted,

Edward V. Kulhawik,
Chief of Police

**TOWN REPORT 2017 FOR POLICE DEPARTMENT COMPLAINTS RECEIVED
AND/OR INVESTIGATIONS AND SERVICES PROVIDED**

Assault	3
Arson	0
Assault/Deadly Weapon	0
Assault/Battery	2
Attempted Burglary	2
Burglary/Force/Non-Force	16
Burglar Alarms	288
Larceny/Forgery/Fraud	63
Larceny/Motor Vehicle	0
Unauthorized Use/MV	0
Identity Theft	10
Counterfeiting/Forgery	0
Vandalism	32
Weapons Violation	0
Sex Offense	1
Narcotics Violation	3
Narcotics Investigation	6
Protective Custody	15
Harassment	25
Trespassing	5
Missing Person	28
Lost/Found Property	163
Town Bylaw Violation	37
Dead Body/Death	4
Suicide	1
Illegal Trash Disposal	7
Warrant	12
Suspicious Incident	236
Civil Dispute	74
Domestic	55
209A Violation	4
209 A Service	44
Abandoned Motor Vehicle	8
Miscellaneous Traffic	90
Hazard	101
Minor Accident	52

Animal Complaint/Investigation	410
Summons Served	13
House Check	331
Business Check	6346
Directed Deterrents	4788
Lock Out	52
Escort	10
Fingerprint Person	17
Noise Complaint	112
Assist Resident	227
Assist to Police Dept	257
Assist Motorist	8
Transportation	24
Message Delivery	10
Assist to Motorist	8
Disabled Motor Vehicle	142
Reassurance Check	174
Well Being Check	149
Suspicious MV	136
Miscellaneous	144
School Incident	13
School Services	39
Assist Fire Dept. / Rescue	896

MAJOR VEHICLE INCIDENTS

Motor Vehicle Stops	3405
Major Motor Vehicle Crashes	140
Motor Vehicle Initiated Arrests	75
OUI	28

911 Call Volume	3189
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TRAFFIC ENFORCEMENT

Motor Vehicle Warnings	746
Civil Infractions/Complaints	243

FIREARMS PERMITS

FID Cards	4
LTC	83
Dealer Permits	0

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the maintenance of roads, grounds, beaches and operation of the transfer station. The DPW provides assistance to police, fire, natural resources, building, and other departments when skilled labor, trucks, and heavy equipment are needed. This year the DPW began to assume responsibilities of the building maintenance department.

DPW staff put in many long hours keeping Eastham's roads passable. The plowing of private roads, beginning with paved roads in good condition, continued successfully. Many thanks were received from residents for this new service. Several additional roads were added this year. The construction of Eastham's new town-wide water system continues to add challenges for long term roadway restoration. A "Complete Streets" grant was received from the state to prioritize potential bike and pedestrian improvements as roadways are reconstructed.

Operations at the transfer station are stable with consistent tonnages of Municipal Solid Waste (MSW) and recycling being generated. While markets for scrap metals have improved, market conditions for recyclable materials have deteriorated. Because Eastham separates its recycling and produces a clean product, we have fared better than communities that co-mingle recycling. Eastham's long term waste disposal contract with the SEMASS incinerator continues to provide excellent service. Household Hazardous Waste Days keep growing in popularity.

Projects accomplished by Department of Public Works:

1. Roads: Sweeping, catch basin cleaning, patching, crack sealing, line painting, brush cutting, mowing, litter removal, and preparation for resurfacing.
2. Met with developers and engineers for review and approval of various plans and construction including town water project.
3. Maintaining, cleaning, trash removal, and replenishing sand on all beaches along Cape Cod Bay, maintaining all town landings and replacement of pavement washed away by storms.
4. Tree trimming and removal of hazard trees. Winter moths, gall wasps, gypsy moths, and drought continue to take a toll on our street trees.
5. Petition hearings, revisions, and approvals of utility companies' plans and utility street opening permit requests for conformance with regulation.
6. Inspection of private roads which have petitioned for acceptance by the town as public ways.
7. Maintaining and cutting all grassy areas on town-owned properties.
8. Replacement of a failed culvert at Campground Beach.
9. Improvements to the newly accepted section of Hay Road.
10. Installed two storm-water drainage systems.
11. Windmill green improvements including irrigation system restoration and major turf maintenance.
12. Computer-based storm water inventory and inspection was implemented.

13. Staff have been trained in irrigation system maintenance and have made major repairs.
14. All generators were serviced and load tested.

Current Projects Under Design/Planning:

- Meetinghouse Road drainage continues in preparation for roadway reconstruction.
- Work continues on mitigation of Route 6 storm water discharge to Salt Pond.
- Planning began for realignment of Nauset Light Beach Road due to erosion.
- Cole Road design and right-of-way acquisition continue to fix flooding.
- Sunken Meadow/Salt Works stairs under design.
- South Sunken Meadow drainage improvement under design.
- Fisherman's landing at Ministers Pond under design.

Respectfully submitted,

Neil Andres, Superintendent

RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round activities that enhance the quality of life of its participants.

A jam-packed year in review:

- The year begins with our staple programs of K thru 12 basketball, indoor tennis and indoor soccer. The winter months are always busy with these traditional programs.
- On a February early dismissal day, the Brewster and Eastham Rec Departments took Nauset Regional Middle School students to the Cape Codder wave pool in Hyannis for swimming and a pizza lunch.
- On February 16, the department and the Eastham Library sponsored Winter Trivia Night at the Library.
- The new winter drama classes were a great success! Classes performed their final plays (plays they wrote) on Friday, February 17 to the delight of family and friends.
- During February vacation week, the department sponsored a free family ice-skating at the Charles Moore Arena and a trip to the Orleans Bowling alley, pizza lunch at the Red Barn, and an afternoon movie at Wellfleet Cinemas!
- On a March early dismissal day, EES children went to Fair Haven for Roller Skating and pizza lunch!
- The Annual Egg Hunt was held Saturday, April 15, in partnership with the Orleans-Eastham Elks. More than 3,000 eggs were found! Candy, toys, and donated gift certificates to Ben & Jerry's, Nauset Ice Cream, Arnold's and Wendy's were among the prizes.
- A new Spring Walk to Read program was implemented for EES children. Children, staff and chaperones walked to the library, had a snack, read, and worked on a fun craft.
- Spring t-ball, tots t-ball, grade two baseball, softball and jump rope continue to be a hit and well-attended! Thank you Eastham United Methodist Church for hosting our jumpers.
- First annual father and son fishing derby was held Father's Day weekend. A wonderful and well-attended event. Fish on!
- Summer at Eastham Rec continues to be busy. The department has a summer staff of 40+ that work at the beaches and windmill, lifeguard and swim instruct at the pond and supervise children at summer rec. Summer programs include: summer rec, swim lessons, swim team, swim meets, stand-up paddleboard, yoga on the beach, clamming classes, guided historical bike rides, beach volleyball, beach chess and checkers. The summer would not be complete without the following annual events: Kid's summer kickoff dinner at Arnolds, karaoke on the green and beach tug-of-war contest.
- New children's programs offered in summer 2017: Adventures in Space, Flag Football and Pick-up Basketball. The basketball court was a busy spot this summer.

- New adult programs offered in summer 2017: Pickle ball Clinic and Boot Camp.
- The 11th Annual Thanksgiving Rubber Duck Race in November was a success. Prizes included turkeys and pies. This event could not go on without the continual support of Jeff Cobak from Stop and Shop and Ken Taber from the Fairway Restaurant. We appreciate your generous donations.
- Fall programs that are always well-received are soccer tots, K-6th soccer, field hockey, beach club and bike & hike.
- On a November early dismissal day children traveled to Fair Haven for roller skating and pizza lunch.
- In November and December, the Department and COA offered new inter-generational programs: Craft Club, Cookie Club and Friday Movie Club. The cookie club was a favorite and huge success.
- This December saw the return of Rec Flag Football! The season ended on December 16 with a snow bowl.
- The year came to a close with our annual holiday candy contest and annual family skate.

Field of Dream Project:

Construction began in October 2017 of Phase 1 of the rehabilitation of the Field of Dreams. Improvements include a new basketball court, two new pickle ball courts, a shade shelter, playground equipment and an improved parking area. Look for completion of the project and a grand opening in the spring of 2018.

Automated External Defibrillators (AED's) Donated:

A big thank you to the Eastham Permanent Firefighter's Association and the Eastham Firemen's Association for donating two AED's to be used by our summer lifeguards at Wiley Park and Great Pond.

Special thanks:

To the volunteer coaches, chaperones and instructors...

To the players and participants...

To parents, guardians, friends and fans...

To Eastham Elementary School, NRMS and NRHS...

To all of the local businesses...

We thank you for your support and appreciate your dedication... all of our programs and events would not be as successful without you!

Respectfully submitted,

Edmund Casarella, Chair
Robert LaBranche
Brent Warren
Edward Jordan
Alexandra Davis

SUPERINTENDENT OF SCHOOLS

The 80th birthday of Eastham Elementary School was quite a celebration! Students learned the history of the original schoolhouse built in 1936 and many community members and former alumni attended the culminating festivities. In MCAS testing, Eastham maintains a Level I designation and has outperformed the state's Meeting or Exceeding Expectations achievements levels in all grade levels in ELA (English Language Arts) and math. When attending various programs and events at Eastham Elementary, you can feel the sense of pride and community that makes Eastham such a very special place for families to live and students to learn!

Security continues to be paramount for our schools using *Crisis Go* to provide immediate notification in case of an emergency. Visitor registration software using Raptor Technology is in place at all of our schools. We thank the police and fire chiefs for their support as they continue to provide drills to ensure the safety of our staff and students.

Arts Day at the middle school focused on artists showcasing how they use their artwork to encourage social change and support conservation efforts on Cape Cod. The middle school music department hosted the Southeastern Junior Music Festival in March with 500 students rehearsing and performing. The greenhouse continues to provide educational opportunities for our students. Entrepreneurial skills were learned at the winter farmers market and concepts such as energy, graphing and drawing living plants were taught in the greenhouse by several classroom teachers. Students also created planters, self-watering plants, and used the Makerspace to create recycled projects for the greenhouse. Writing and obtaining grants and receiving generous donations have benefitted our Makerspace program, which provide materials to enhance student learning and creativity. After-school programs have grown tremendously with daily offerings for students who wish to play a sport or join a club.

Nauset Regional High School continues to excel academically with 99 percent of Grade 10 ELA students scoring advanced or proficient. Eighty percent scored advanced. Nauset ninth graders had 87 percent scoring advanced or proficient in physics. Nauset students continue to achieve accolades, awards and recognitions in many areas. Seventeen art students received Gold and Silver keys at the Boston Scholastic Arts Awards. Three high school choirs traveled internationally to Montreal and received Gold Medals and the Spirit Award at the International Music Festival. Two students performed at Symphony Hall at the Massachusetts Music Festival. The Nauset Regional High School mock trial team advanced from a field of 150 schools to the Sweet 16 quarterfinal competition held at Clark University in Worcester. The German Exchange Program visited Duren, Germany and traveled throughout the cities of Hamburg, Cologne, Bonn and the Eifel National Park. Culinary Arts students visited Italy and Spain while other students traveled to Haiti to assist in humanitarian causes and collaborations. Our Human Rights Academy Club was recognized for its outstanding leadership on Cape Cod by the Cape Cod Human Rights Commission. Our student athletes provided exciting seasons this fall. Boys golf, girls cross country & boys soccer all won Atlantic Coast League titles. Our students and teachers are dedicated, talented and innovative bringing a real sense of pride to our communities!

As you are aware, the Nauset Regional High School was approved by the Massachusetts School Building Authority to enter into a building renovation project and funding was approved at town meetings for the feasibility study. It has been agreed that the project shall be based on an enrollment of 905 students in grades 9-12. A building committee has been formed comprised of administrators, community representatives, staff members and school committee members to work on this project. This committee will work closely with all parties and keep the public informed throughout the project.

Due to the rising cost of bus transportation, the Transportation Subcommittee was asked to reconvene and examine transportation in the district. They met regularly over the course of two and a half years analyzing ridership, bus configurations, vehicle costs, fuel options and cost savings. At the Joint School Committee meeting held last October, it was voted to authorize the superintendent to apply for and pursue bus service through the Cape Cod Collaborative for the 2018-19 and subsequent school years. This is a big step for Nauset as we continue to try to look for ways to save money in our budgets.

The district's Substance Abuse Subcommittee has also been meeting for the past two years, bringing forward insights, through surveys, relative to the social and emotional stresses our students may be experiencing and learning how to address these issues. We are presently looking into programs that will be implemented from preschool through high school to help students improve coping strategies and to provide supports for students at all grade levels.

In my third year as superintendent, I continue to look at all systems and ways that the district can help itself financially. Improving student learning for all students is my focus and I continue to assist administration and staff in this goal. I thank the school committees, the parents and the community for their unwavering support for education in our communities. I encourage you to visit our schools to see the excellent teaching and learning that is happening at all grade levels. I am honored and privileged to be the superintendent of the Nauset Public Schools and am committed to continued excellence in our schools.

My door is always open and I look forward to hearing your thoughts and ideas.

Respectfully submitted,

Thomas M. Conrad, Superintendent

SEARCH COMMITTEE

The Search Committee is charged with facilitating the process of filling openings on Eastham's committees, boards and commissions. The committee provides public information about openings, reviews applications, arranges applicant interviews with a panel consisting of the chair of the relevant committee, the Board of Selectman liaison to that committee, and a Search Committee representative and sends an appointment recommendation to the Board of Selectmen.

The committee used the following means to provide information to citizens about Eastham committees and openings:

- Created new signage and set up information tables for recruitment purposes at the May, September, October, and December meetings of the Nauset Newcomers. Set up a display and staffed a table at the Eastham Library and the Turnip Festival.
- Distributed our three-fold flyer providing short descriptions of Eastham committees and distributed them to the post offices, library, and Eastham Superette for display. Handed out flyers at town meeting and recruitment events.
- Updated an information brochure about each of the committees, commissions, and boards served by the Search Committee and which includes useful, concise, and consistent descriptions, including the number of members, length of service, meeting times, purpose/responsibilities of the committee and criteria for membership.
- Sent three articles for the Eastham page of the Cape Codder newspaper announcing committee openings.
- Sent information to all committee chairs regarding the role of the Search Committee and enlisting the cooperation of the committee in recruiting.
- Contacted the Non-Resident Taxpayers group regarding those committees that part-time residents may join, resulting in a notice in their newsletter about Eastham committees, commissions, and boards.

Thirty-three appointments were made in 2017 to Eastham's committees, commissions, and boards.

Respectfully submitted,

Jessica Dill, Committee Chair
Gloria Schropfer, Vice Chair
Amy Hackworth, Clerk
Ruth Gail Cohen
Patricia Donovan
Dilys Smith

TOWN CLERK

In 2017, the Town Clerk's office was a tad busier than expected – two additional elections and a special town meeting were added to our October schedule.

The first special election, held on October 24, allowed Eastham voters the option to approve or disapprove the funding of four new positions in the fire department, the cost to be offset by a federal grant. Voters were also asked to exempt from the provisions of proposition two and one-half the amounts required to pay the town's share of the costs to build a new Cape Cod Regional Technical High School. Both ballot questions passed with 872 voters, or 21 percent, casting their votes.

The second election, also held on October 24, was the District Election for the Cape Cod Regional Technical High School and voters were asked to authorize the borrowing of the monies needed to build the new school. Eastham again voted approval.

Two Hundred Ninety-Eight voters attended the Special Town Meeting held on October 23 in the Nauset Regional High School Auditorium. At the May 1, 2017 Annual Town Meeting, held in the Nauset Regional High School Gymnasium, 294 voters were in attendance.

At the Annual Town Election on May 16, 846, or 20.0 percent, of the town's registered voters turned out to elect Aimee Eckman and Martin McDonald – from a field of five candidates – to the Board of Selectmen. Voters also reelected the following: Steven Cole, Town Moderator; Susanne Fischer, Town Clerk; Joanne Irish and Judy Lindahl, Elementary School Committee; Mary Beth O'Shea, Housing Authority and Mary Shaw, Library Trustee. Ignatius Alfano was elected to a first term as Library Trustee. Voters approved to pay for the town's share of the cost for the demolition and site restoration of the Tri-Town Septage Treatment Plant in Orleans and the town's share of the interest and principal on borrowing costs of a feasibility study for the Nauset Regional High School. Voters also approved a non-binding public advisory question in regard to moving spent fuel to secure dry casks at the Pilgrim Nuclear Power Station.

Many thanks to the poll workers, registrars, wardens and town clerk staff for their hard work and expertise during the setting up and processing of this year's elections and town meetings. Eastham is fortunate to have so many dedicated election workers.

This year will be the last year that town rental permits, which totaled 1,136 in 2017, will be handled by the Town Clerk's office. The Board of Health, already responsible for the inspections and water tests required, will now also receive the application and monies required for rental permits. This change will allow the Town Clerk's office to undertake licensing that falls under the Board of Selectmen and also expand the clerk's role in regard to town committee appointments, meeting postings, committee minutes, website updates and meeting room reservations.

The Town Clerk's office issued 984 dog licenses, four household kennel licenses and one commercial kennel license, 176 business licenses, 84 yard sale and 11 raffle permits, processed 449 parking tickets, 32 by-law violations and the town census and voter registration lists. The town's population reached 5,001 in 2017 and 19 births, 31 marriages and 74 deaths were recorded.

NOTES FROM THE PAST

On May 27, 1878, Eastham Town Meeting voted to accept the bylaws adopted by the trustees of the library, except for the article requiring gentlemen to take off their hats when in the library.

RESIGNATIONS 2017

James Baughman	Community Preservation Committee
Madeleine Vick Anderson	Board of Health
Glenn Olson	Board of Health
Peter Milsky	Cultural Council

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 1, 2017

**TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT
AND FINANCE COMMITTEE REPORT AND
RECOMMENDATIONS
7:00 P.M.**

MAY 1, 2017

**NAUSET REGIONAL HIGH SCHOOL GYMNASIUM
ANNUAL TOWN ELECTION
MAY 16, 2017**

POLLS OPEN 7:00 A.M. - 8:00 P.M.

**EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA
FOR COPIES OF THIS WARRANT IN LARGER PRINT
OR ON TAPE, PLEASE CALL 508 240-5900.
Also available on the town website
www.eastham-ma.gov**

Please bring this warrant to Town Meeting

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 1, 2017

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TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 1, 2017

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham
In the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Gymnasium, Monday, the first day of May, Two Thousand and Seventeen, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 7:00 a.m. Tuesday, the sixteenth day of May next, then and there to elect the following Town Officers:

Moderator	One three-year term (Vote for one)
Board of Selectmen	Two three-year terms (Vote for two)
Town Clerk	One three-year term (Vote for one)
Library Trustee	Two three-year terms (Vote for two)
Elementary School Committee	Two three-year terms (Vote for two)

and to act on the following question:

QUESTION 1

Shall the Town of Eastham be allowed to exempt from the provisions on proposition two and one half, so called the amounts required to pay for the bonds issued, in order to pay the Town share of cost for the demolition and site restoration of the Tri-Town Septage Treatment Plant in Orleans, MA., and other related costs incidental and related thereto?

QUESTION 2

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the interest and principal on borrowing authorized by the Nauset Regional School District, for the purpose of paying costs of a feasibility study for the Nauset Regional High

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 1, 2017

School 100 Cable Road N. Eastham, MA 02651 including the payment of all costs incidental and related thereto?

QUESTION 3

Non-Binding Public Advisory Question: To protect public health and safety, move spent fuel at Pilgrim Nuclear Power Station to secure dry casks as soon as possible.

Whereas, the original design for the Pilgrim Nuclear PowerStation (PNPS) spent fuel pool was for 880 assemblies and now holds over 2,822 densely racked and tightly packed assemblies, and;

Whereas, the PNPS spent fuel pool holds over 11 times the amount of cesium released at Chernobyl, and;

Whereas, the MA Attorney General Office 2006 report cited an accident at PNPS could result in 24,000 latent cancers, \$488 billion in damages, and contamination of hundreds of miles downwind, and;

Whereas, 885 Boraflex panels, which prevent criticality and fire, will be susceptible to unacceptable levels of deterioration by September, 2017, and;

Whereas, the PNPS spent fuel pool is vulnerable to terrorist and cyber attack, and;

Whereas, citizens of the Town of Eastham find this to be an unacceptable threat to our health and safety and must be resolved in the most timely manner.

Therefore, Should the people of the Town of Eastham direct the town's government to communicate with Governor Baker to employ all means available to ensure spent nuclear fuel generated by the Pilgrim Nuclear Power Station be placed in secure dry casks as soon as technically feasible and consistent with the highest standards, ready to be moved to a permanent federal facility when available in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors?

POLLS OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 1, 2017

FINANCE COMMITTEE REPORT

The role of the Eastham Finance Committee under our Town Charter is to provide recommendations to the citizens of the Town on articles and questions presented in the Town Warrant. We consider each warrant question and article carefully, seeking and receiving input from appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching our conclusions. We encourage the public to attend our meetings, which are posted online and in the Town Clerk's office.

The items in this year's warrant which the Finance Committee thought it appropriate to bring to the taxpayers' attention include line items 29 and 49 within Article 12 (the Municipal Operating Budget), line item 33 in Article 13 (the Capital Acquisition Plan), as well as Articles 21 and 28.

Article 12 encompasses Eastham's budgetary request for fiscal year 2018. The Finance Committee recommends approval of this article and would like to explain some of the larger increases. Line Item 29, Fire Salary, has gone up due to the addition of a firefighter, which the Finance Committee feels is important for the protection of citizens and their property. This should help Eastham achieve a lower ISO rating. Line Item 49 has gone up because this includes new municipal water operating expenses, which in the future will be broken out individually.

Article 13 (vote 6-0-0 to recommend) is the FY18 Capital Acquisition Plan. Line Item 33 includes funds for the purchase of power load stretchers to be used by our rescue personnel. This equipment facilitates loading and unloading individuals into rescue vehicles. There has been an increase in the rate of work injuries in this activity and these stretchers should alleviate that problem resulting in lowering workers' compensation costs.

Article 21 (vote 6-0-0 to recommend) is a modification of the Flood Plain Zoning Regulations. This change puts us in compliance with requirements to enroll in FEMA's voluntary Community Rating System, which in turn can reduce taxpayer flood insurance rates up to 45%.

Article 28 (vote 6-0-0 to recommend) relates to the Campbell-Purcell community housing development and provides CPA funding to move forward with this program. Affordable housing is a critical need in Eastham as well as all of Cape Cod. Eastham currently has the lowest percentage of affordable housing on the Cape. The Campbell-Purcell project will move us closer to achieving our goal of 10%.

Respectfully Submitted,
Michael Hackworth, Chair
Russ French
Art Autorino
Jerry Cerersala
Judy Cannon
John Knox
Fred Guidi
Aimee Eckman
Peter Wade

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds **\$1,700** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:

This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:

All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 3

To see if the Town will vote to accept the provisions of G. L. C.71, §16B, which would reallocate the sum of member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called for fiscal year 2019; or take any action relative thereto.

By Nauset Regional School Committee

Summary:

This article will apportion the Nauset Regional School Assessments for FY19 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last ten years by town meeting vote.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 4

To see if the Town will vote pursuant to the provisions of G.L. c.44, §53E½, as most recently amended, to amend the General Bylaws by inserting a new bylaw establishing various revolving funds, specifying the departmental receipts to be credited to each fund, the departmental purposes or programs for which each fund may be expended, and the entity authorized to expend each fund, such bylaw to provide as follows:

Revolving Funds

There are hereby established in the Town of Eastham pursuant to the provisions of G.L. c.44, §53E½, the following Revolving Funds:

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs
Home Composting Bin/Recycling	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability
Vehicular Fuel Sales	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities
Council on Aging/Lower Cape Adult Day Center	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances
PEG Access Cable Receipts	Town Administrator	Funds from cable tv receipts	For cable broadcast related expenses.

Expenditures from each revolving fund set forth herein shall be subject to the limitation established annually by Town Meeting or any increase therein as may be authorized in accordance with G.L. c.44, §53E½.
By Board of Selectmen
Summary:

Revolving funds must now be established by bylaw or ordinance, and the expenditure limits must be established annually and prior to July 1. The Municipal Modernization Act eliminates the per board and total limitations on the size of such funds.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 5

To see if the Town will vote to establish the following Revolving Funds for FY18:

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY18 Spending Limits
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	\$10,000
Home Composting Bin/Recycling	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	\$1,200
Vehicular Fuel Sales	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities	\$35,000
Council on Aging/Lower Cape Adult Day Center	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances	\$12,500

By Board of Selectmen

Summary:

This article is required and sets the maximum amount for each of the revolving funds.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 6

To see if the Town will vote to accept MGL Chapter 44, Section 53F¾ to establish a Receipts Reserved for Appropriation Account to deposit receipts from the PEG Access Cable Account; or take any action relative thereto.

By Board of Selectmen

Summary:

This article authorizes cable receipts to be deposited into a reserved account to be used for cable expenses similar to the revolving funds established in prior articles.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 7

To see if the town will vote to appropriate and transfer the sum of **\$12,000** from Fiscal Year 17 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitors Services Board on the following items: Landscaping, lighting, holiday decorations and general improvement on Windmill Green \$3,500, Flower Island support \$500, and Summer concerts \$8,000; or take any action relative thereto.

By Visitor Services Board

Summary:

This is an annual article to fund activities of the Visitors Services Board, which enhance and promote tourism in the Town. This year, for the first time since 1998, the amount is increased by \$2,000.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 8

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$16,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

Summary:

Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This money is used primarily for staff salaries. The Town continues to provide maintenance services and utilities to this town owned property.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$50,000** to the Trust Fund for Other Post-Employment Benefits (OPEB) as provided under Chapter 40, Section 5B of the General Laws to be reserved for appropriation for the purpose of funding future post-employment benefits, other than pensions; or take any action relative thereto.

By Board of Selectmen

Summary:

This article seeks to appropriate funds to add to the trust fund reserved for future post-employment benefit costs (OPEB's), which was established by Town meeting in May 2014. The current balance in the account is **\$75,000**. The Town has joined with other municipalities in a Plymouth County based municipal trust that manages and invests the fund deposited by all participants.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 10

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$100,000** to be deposited into the Stabilization Fund, established under Massachusetts General Laws, Chapter 40, Section 5B; or take any action relative thereto.

By Board of Selectmen

Summary:

This article seeks to appropriate and set aside money into a Stabilization Fund or savings account for the Town. Currently the fund has a low balance and the Board of Selectmen think it is prudent and are committed to increasing reserves for emergencies and future tax rate stabilization. Town Meeting must authorize any expenditure of money from the stabilization fund.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 11

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	\$ 500
Town Clerk	\$70,713
Selectmen (5) 2,500 each	\$12,500
Total	\$83,713

or take any action relative thereto.

By Elected Officials

Summary:

The Town Clerk salary has been adjusted for a cost of living increase in line with union and non-union staff this year. All other salaries in this article are level funded.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of **\$27,040,843** and further to transfer from the dog receipts reserved (free cash so called) the additional sum of **\$2,500** to the Library, line item 60; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 12 contains the operating expenses for all the municipal departments including all three schools (Eastham Elementary, Cape Cod Regional Technical High School and the Nauset Regional School District). This year the total budget is up by 3.9%, and is a balanced budget.

An examination of the various sectors of the budget shows increases in some areas and reductions in others, resulting in the overall increase. The general government sector and several other areas increased less than 1%, while some other departments are up. For example, sanitation is up 10.8% as a result of adding expense for water system operations to the town budget for the first time. This expense will be offset by revenue, but needs to be built into the operating budget. Also due to the start of water system operations, we have added funding to the building & inspectional services line for additional inspections during the start-up. Other general government expense reflects the rise in

employee health benefit expense which rose 7.3% this year. Additional wastewater planning and pilot project implementation represents a small budget increase. Beach and recreation expense reflects an increase in the cost of renting and maintaining portable restrooms for our beaches and town recreational areas.

The school budgets as a whole reflect a reduction in expenses this year of 1.8%; both the Nauset Regional School and Cape Cod Tech assessments were lower than expected, and only the Elementary School presented an increase of 2%. The three combined produced an overall decrease in educational spending for next year.

The fire salary line within public safety has increased to reflect an additional Deputy Chief position that will assist the Chief with inspectional duties and in combination with additional emphasis on training, ensure compliance with progress towards a reduced ISO rating for the Town, which is a priority for FY18.

The budget, as presented, includes the continuation of all programs and services. It provides for educational services as requested by all three school departments, and adds support for water system operations and additional fire services. As is noted, the overall goal is to temper the larger increases with corresponding restraint whenever possible, in order to keep the overall budget amount stable and within the framework of existing revenues, so that programs and services are continued at expected levels for the community.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

LINE		FY17	FY18
#		APPROVED	SELECTMEN'S
	GENERAL GOVERNMENT		
1	SELECTMEN/TN ADMIN OFFICE SALARY	391,514.00	\$346,338.00
2	SELECTMEN/TOWN ADMIN EXPENSE	16,100.00	\$16,100.00
3	RESERVE FUND	65,000.00	\$65,000.00
4	TOWN ACCOUNTANT OFFICE SALARY	185,933.00	\$182,421.00
5	TOWN ACCOUNTANT EXPENSE	34,620.00	\$34,570.00
6	ASSESSOR OFFICE SALARY	191,395.00	\$174,993.00
7	ASSESSOR EXPENSE	27,430.00	\$38,750.00
8	ASSESSOR EXPENSE CAPITAL		\$6,897.00
9	TREASURER/COLLECTOR SALARY	205,418.00	\$207,251.00
10	TREASURER/COLLECTOR EXPENSE	7,970.00	\$8,030.00
11	LEGAL SERVICES EXPENSE	80,000.00	\$80,000.00
12	DATA PROCESSING SALARY	133,937.00	\$137,192.00
13	DATA PROCESSING EXPENSE	165,829.00	\$189,634.00
14	TAX TITLE EXPENSE	7,000.00	\$7,000.00
15	CENTRAL PURCHASING SUPP /SERVICE	103,206.00	\$112,000.00
16	TOWN CLERK/ELECTIONS SALARY	104,390.00	\$105,391.00
17	TOWN CLERK /ELECTIONS EXPENSE	10,740.00	\$9,727.00
18	NATURAL RESOURCES/CONS SALARY	334,870.00	\$317,670.00
19	NATURAL RESOURCES/CONS EXPENSE	26,865.00	\$27,165.00
20	ENVIRONMENTAL PLANNING/ GIS	91,100.00	\$93,376.00
21	ENVIRONMENTAL PLNG/ GIS EXPENSE	2,915.00	\$2,965.00
22	MUNICIPAL BUILDINGS SALARY	155,868.00	\$156,459.00
23	MUNICIPAL BUILDINGS EXPENSE	53,116.00	\$77,120.00
24	ENERGY FUELS EXPENSE	263,040.00	\$263,041.00
25	ENGINEER/ SUPPORT SERVICES EXP	4,000.00	\$30,000.00
		\$2,662,256.00	\$2,689,090.00
26	POLICE SALARY	1,610,267.00	\$1,609,986.00
27	POLICE EXPENSE	116,195.00	\$158,894.00
28	POLICE CAPITAL	14,000.00	\$13,656.00
29	FIRE SALARY	1,759,497.00	\$1,961,360.00
30	FIRE EXPENSE	127,730.00	\$139,189.00
31	FIRE CAPITAL EXPENSE	272,065.00	\$272,570.00
32	DISPATCHING SALARY	309,158.00	\$316,398.00
33	DISPATCHING EXPENSE	2,700.00	\$2,700.00
34	BUILDING/PLMBG/ELEC INSPECTION	210,477.00	\$274,913.00
35	BUILDING INSPECTION EXPENSE	4,935.00	\$4,435.00
36	BUILDING INSPECTION CAPITAL		\$6,828.00
37	EMERGENCY MANAGEMENT EXPENSE	100.00	\$100.00
38	TREE WARDEN EXP /DUTCH ELM/INSECT	7,590.00	\$7,590.00
		\$4,434,714.00	\$4,768,619.00
	EDUCATIONAL SERVICES		
39	ELEMENTARY SCHOOL OPERATIONS	3,420,926.00	\$3,501,799.00
40	NAUSET REGION CAPITAL ASSESS	110,016.00	\$53,169.00
41	NAUSET REGION OPERATING ASSESS	4,886,205.00	\$4,723,844.00
42	CAPE COD REGIONAL TECHNICAL	309,752.00	\$291,987.00
		\$8,726,899.00	\$8,570,799.00

	PUBLIC WORKS & SANITATION		
43	GENERAL MAINTENANCE SALARY	514,922.00	\$518,262.00
44	GENERAL MAINTENANCE EXPENSE	155,587.00	\$169,587.00
45	GENERAL MAINTENANCE CAPITAL	53,811.00	\$43,811.00
46	SNOW & SANDING EXPENDITURES	83,132.00	\$83,132.00
47	STREET LIGHTING EXPENSE	7,600.00	\$7,600.00
48	WASTE COLLECTION & DISPOSAL SAL	190,965.00	\$191,181.00
49	WASTE COLLECTION & DISPOSAL EXP	600,023.00	\$787,684.00
		\$1,606,040.00	\$1,801,257.00
	HEALTH & HUMAN SERVICES		
50	VETERANS' GRAVE OFFICER	75.00	\$75.00
51	PUBLIC HEALTH SALARY	190,892.00	\$191,552.00
52	PUBLIC HEALTH EXPENSE	24,620.00	\$24,620.00
53	INSPECTION OF ANIMALS EXPENSE	250.00	\$250.00
54	COUNCIL ON AGING	238,203.00	\$221,656.00
55	COUNCIL ON AGING	20,807.00	\$19,897.00
56	VETERANS' SERVICES - EXPENSE	20,237.00	\$20,053.00
57	VETERANS' SERVICES - BENEFITS	13,000.00	\$9,000.00
58	HUMAN SERVICES AGENCIES	68,980.00	\$71,000.00
		\$577,064.00	\$558,103.00
	CULTURE & RECREATION		
59	LIBRARY SALARY	319,617.00	\$301,772.00
60	LIBRARY EXPENSE	89,277.00	\$85,935.00
61	BEACH & RECREATION SALARY	282,676.00	\$279,907.00
62	BEACH & RECREATION EXPENSE	67,670.00	\$85,952.00
		\$759,240.00	\$753,566.00
	DEBT AND BANKING SERVICES		
63	LIBRARY BOND.	225,000.00	\$225,000.00
64	INTEREST EXPENSE (LONG/SHT TERM)	916,882.00	\$1,225,167.00
65	TAX ANTICIPATION NOTES/BANS	10,000.00	\$10,000.00
66	SEPTIC BETTERMENT LOANS	20,400.00	\$20,400.00
67	PURCELL LAND PURCHASE	45,000.00	\$45,000.00
68	EASTHAM ELEMENTARY SCHOOL	410,000.00	\$395,000.00
69	MUNICIPAL WATER	395,000.00	\$395,000.00
70	MUNICIPAL WATER		\$51,801.00
71	MUNICIPAL WATER		\$233,833.00
72	MUNICIPAL WATER SRF	561,627.00	\$576,133.00
73	BANK AGENT FEES & CHARGES	175,191.00	\$121,128.00
74	BANS Principal Rock Harbor /WATER		\$194,418.00
		\$2,759,100.00	\$3,492,880.00
	OTHER EXPENSES (GENERAL GOVERNMENT)		
75	EMPLOYEE BENEFITS/TRAINING	13,500.00	\$13,500.00
76	BARN. COUNTY RETIREMENT	1,438,962.00	\$1,487,129.00
77	TOWN INSURANCE - UNEMPLOYMENT	20,000.00	\$20,000.00
78	INSURANCE – EMPLOYEE HEALTH	2,335,000.00	\$2,520,000.00
79	TOWN INSURANCE (PROP & LIAB)	331,900.00	\$365,900.00
		\$4,139,362.00	\$4,406,529.00
	TOTAL	\$25,664,675.00	\$27,040,843.00

ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$931,000** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 13 represents the Capital Plan for the coming year, covering all departments and the Eastham Elementary School and includes vehicles, technology upgrades, and improvements to municipal buildings. Each year town departments, including the elementary school, work with the Town Administrator to prioritize items from the five-year plan, and recommend them for funding in the current budget cycle. Article 13 details the capital needs for the coming year, and is the acquisition article for those items. The plan as presented continues our investment in improving IT services replaces vehicles and provides necessary maintenance to town buildings. It features one addition that was not on the five-year plan, the expense for power load stretchers, which will allow the EMT/paramedics to lift patients without stress to either staff or the patient, and is an important safety improvement in service to residents.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(4/5ths Majority vote required)

ARTICLE 13

DEPARTMENT		ITEM	FY18	
DATA PROCESSING				
1		COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$44,000.00	F
2		SERVER UPGRADES/NETWORK ENHANCEMENTS	\$22,000.00	F
3		LASERFICHE UPGRADES/EXPANSION	\$40,000.00	F
4		MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENTS	\$3,000.00	F
SUB-TOTAL			\$109,000.00	
NATURAL RESOURCES				
5		4x4 PICK UP TRUCK (YEAR ONE OF 3 YR LEASE)	\$15,000.00	F
6		BOAT MOTOR 130HP/50HP	\$15,000.00	F
7		HERRING RUN GATE & IMPROVEMENTS	\$3,000.00	F
SUB-TOTAL			\$33,000.00	
MUNICIPAL BUILDINGS IMPROVEMENTS				
8	ALL	PROJECT CONTINGENCY: MAJOR REPAIRS ,PAINTING ETC.	\$30,000.00	F
9		MECHANICAL SYSTEMS OVERHAUL	\$0.00	F
10	INFO/WMILL	WINDMILL/INFO/ANCIENT CEMETERIES/BRACKETT PORTA	\$6,000.00	F
11	POLICE	AIR/HEATING SYSTEM OVERHAUL/REPLACE	\$20,000.00	F
12		BUILDING MAINTENANCE (VARIOUS ITEMS)	\$25,000.00	T
13	FIRE	BUILDING MAINTENANCE (VARIOUS ITEMS BLDG 5+ YRS OLD.)	\$0.00	F
SUB-TOTAL			\$81,000.00	
14	SCHOOL	REPLACE PLAYGROUND/BASKETBALL COURT SURFACE	\$30,000.00	F
15		COMPUTER HARDWARE/REPLACEMENTS/UPGRADES	\$25,000.00	F
16		KITCHEN PROOFER/WARMER REPLACEMENT	\$2,500.00	F
17		REPLACE CONVECTION OVEN	\$5,500.00	F
SUB-TOTAL			\$63,000.00	
BEACHES/RECREATION				
18		ADA BEACH CHAIR	\$3,000.00	F
19		4 X 2 TRUCK (new three year lease)	\$15,000.00	F
20		PARKING LOT REPAIRS. & WALKWAYS	\$30,000.00	F
SUB-TOTAL			\$48,000.00	
DPW				
21		3/4 TON PICK UP (3 YEAR LEASE)	\$15,000.00	F
22		INTERL DUMP 6 WHEEL LARGE/LEASE 5 YEAR	\$40,000.00	F
23		ORDINARY ROAD M & R (NOT CHAP 90)	\$75,000.00	T
24		FUEL MANAGEMENT SYSTEM UPGRADE	\$28,000.00	F
25		STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENTS	\$50,000.00	T
SUB-TOTAL			\$208,000.00	
26	POLICE	TASER REPLACEMENTS	\$9,000.00	F
SUB-TOTAL			\$9,000.00	
FIRE (EQUIP)				
27		UPGRADE AND REPLACE TURNOUT GEAR (AS NEEDED)	\$10,000.00	A
28		COMPUTER SOFTWARE ENHANCEMENTS	\$20,000.00	A
29		FIRE SUPPRESSION UPGRADES/REPLACEMENT/FOAM	\$5,000.00	A
30		SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS	\$25,000.00	A
31		RADIO REPLACEMENT/UPGRADES (16)	\$86,000.00	A
32		ADMINISTRATIVE VEHICLES (3 YR LEASE 2)	\$34,000.00	F
33		POWERLOAD STRETCHER *	\$50,000.00	F
			* NOT ON PREIOUS CAPITAL PLAN NEEDS 4/5THS	
SUB-TOTAL			\$230,000.00	
34	WASTE WATER		\$150,000.00	F
			\$0.00	
TOTAL			\$931,000.00	
TOTAL CAPITAL FUNDS NEEDED BY SOURCE		(KEY)		
F = FREE CASH			\$635,000.00	
C = COMMUNITY PRESERVATION FUND				
HST + HUMAN SERVICES GIFT FUND				
A = AMBULANCE RECEIPTS			\$146,000.00	
EX = BOAT EXCISE				
T = TAX LEVY			\$150,000.00	
D = CAPITAL DEBT EXCLUSION				
CT=CABLE TV REVENUE				
TOTAL			\$931,000.00	

ARTICLE 14

To see if the Town will, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY19-FY23 as printed below; or take any action relative thereto.

By Board of Selectmen

Summary:

The five-year Capital Plan, covering all departments and the Eastham Elementary School includes vehicles, technology upgrades, and improvements to municipal buildings. Each year town departments, including the elementary school, submit items for inclusion on the five-year plan, which are reviewed and placed on the plan. The current year's plan for capital expenditures is called the acquisition article and is shown as Article 13. Article 13 represents the items the town will purchase or invest in for the coming fiscal year. Article 14 details the current five-year plan and includes such items as: Rock Harbor upgrades & dock replacement, radio replacements for the police department, wastewater planning and implementation expenses, vehicle replacements that come due for town departments, large maintenance items for town buildings such as replacing HVAC systems or roofs, road maintenance, and cloud based software improvements. Some new items that have been placed on the plan for future years include a ladder truck for the Fire Department, a replacement of the special hazards truck with a five-year lease, and expenses anticipated for wastewater mitigation. All amounts and items shown in the five-year capital improvement plan are estimates and subject to review, refinement, additions, and deletions at each town meeting where the plan is authorized.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

FIVE YEAR CAPITAL PLAN FY19-FY23										
DEPARTMENT	ITEM	FY19	FY20	FY21	FY22	FY23				
DATA PROCESSING	1	COMPUTER HARDWARE/SPECIALIZED SOFTWARE	F	\$20,000.00	F	\$25,000.00	F	\$25,000.00	F	\$25,000.00
	2	SERVER UPGRADES/NETWORK ENHANCEMENTS								
	3	FIBER OPTIC CABLE/OPEN CAPE CONNECTION								
	4	VIDEO EQUIPMENT UPGRADES/DIGITAL CAMERAS								
	5	LASER/EICHE UPGRADES/EXPANSION								
	6	REPLACE PLOTTER/SCANNER(S)								
	7	MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENTS								
	8	WIRELESS UPGRADE TOWN HALL								
	9	SOFTWARE UPGRADES /CLOUD APPLICATIONS								
SUB-TOTAL										
COM/ADULT DAYCARE										
10	VAN REPLACEMENT		\$73,000.00							\$55,000.00
11	COMPUTER REPLACEMENT (8)		\$34,000.00	FHST		\$36,000.00	FHST			\$38,000.00
			\$10,000.00	FHST						
SUB-TOTAL										
ASSESSING/INSPECTION VEHICLES										
12	DATA COLLECTOR VEHICLE		44,000.00		0.00	\$56,000.00		\$0.00		\$38,000.00
13	PLANNER/INSPECTOR VEHICLE		\$8,000.00	F				\$10,000.00	F	
			\$8,000.00	F				\$10,000.00	F	
SUB-TOTAL										
NATURAL RESOURCES			\$16,000.00		\$0.00	\$0.00		\$20,000.00		\$0.00
14	4x4 PICK UP TRUCK									
15	4x4 PICK UP TRUCK		\$15,000.00	F						
16	SAND DRIET FENCE - VARIOUS LOCATIONS					\$35,500.00	F			\$38,000.00
17	BOAT MOTOR 130HP/50HP									
18	EQUIPMENT CHAINSAWS/PRESSURE WASHER					\$15,000.00	F			\$50,000.00
19	HERRING RUN GATE & IMPROVEMENTS					\$2,500.00	F			
20	TRAILER FOR CAROLINA SKIFF					\$2,000.00	F			
21	PORTABLE GPS							\$25,000.00	F	
22	KUBOTA TRACTOR TRAILER REPLACEMENT					\$2,300.00	F			\$7,500.00
SUB-TOTAL										
HARBOR IMP.			\$15,000.00			\$57,500.00		\$32,500.00		\$88,000.00
23	DREDGE ROCK HARBOR/DOCK WALKWAY IMPROVEMENTS.		\$250,000.00	D	\$50,000.00	EX	D	\$50,000.00	EX	D
SUB-TOTAL										
MUNICIPAL BUILDINGS EQUIPMENT			\$250,000.00		\$50,000.00	\$0.00		\$50,000.00		\$0.00
24	VACUUM/CARPET CLEANERS/ LADDERS									
25	VAN REPLACEMENT		\$2,000.00	F		\$2,000.00	F			
26	COPIERS/POSTAGE METERS									
27	FLOOR MACHINE/SNOW BLOWER		\$15,000.00	F		\$25,000.00	F			\$20,000.00
SUB-TOTAL										
MUNICIPAL BUILDINGS IMPROVEMENTS			\$17,000.00		\$25,000.00	\$3,400.00		\$32,215.00		\$20,000.00
28	ALL PROJECT CONTINGENCY: MAJOR REPAIRS PAINTING ETC.									
29	T.H. GREEN ENERGY ENHANCEMENTS		\$45,000.00	F	\$45,000.00	F	F	\$45,000.00	F	\$50,000.00
30								\$45,000.00	F	
31	MECHANICAL SYSTEMS OVERHAUL									
32	REPLACE VAULT A/C UNITS					\$20,000.00	F			
33	REPLACE CIRCULATOR PUMPS		\$10,000.00	F						
34	REPLACE HOT WATER TANK					\$10,000.00	F			\$10,000.00
35	REPLACE EXISTING A/C UNITS					\$3,000.00	F			\$50,000.00
36	REPLACE/ REPAIR ROOF									
			\$50,000.00	F						

FIVE YEAR CAPITAL PLAN FY19-FY23						
DEPARTMENT	ITEM	FY19	FY20	FY21	FY22	FY23
37	INFO/MALL WINDMILL/INNOCENT CEMETERIES/BRACKETT PORTA					
38	REC BLDG FURNISHINGS	\$10,000.00	F			
39	RENOVATION/EXPANSION HEAT/AIR COND/ SENIOR CENTER				\$3,000,000.00	D
40	COA ROOF REPLACEMENT	\$30,000.00	F			
41	INTERIOR/EXTERIOR PAINTING REPAIRS		\$15,000.00	F		
42	PLUMBING REPAIRS	\$10,000.00	F			
43	COPIER REPLACEMENT			\$5,000.00	F	
44	AIR/HEATING SYSTEM OVERHAUL/REPLACE				\$10,000.00	F
45	EXTERIOR MAINTENANCE - STUCCO DPW BLDG					\$25,000.00
46	EXPAND DPW GARAGE SPACE/INTERIOR RENOVATION	\$1,500,000.00	D	\$20,000.00	F	
47	NR BLDG PAINT EXTERIOR					
48	REPLACE HOT WATER TANK			\$3,000.00	F	
49	REPLACE 2 OF 4 AIR HANDLING UNITS	\$11,000.00	F			
50	KITCHEN/LOCKER RM/TRAINING RM UPGRADES	\$5,000.00	F			
51	INTERIOR/EXTERIOR PAINTING					\$15,000.00
52	GARAGE DOOR REPLACEMENT					F
53	ROOF/GUTTERS/ PATIO/EXTERIOR WORK					\$35,000.00
54	BUILDING MAINTENANCE (VARIOUS ITEMS BLDG 10+ YRS OLD.)		\$25,000.00	F		F
55	PAINTING INTERIOR/EXTERIOR			\$20,000.00	A	F
56	HEATING/COOLING ALL MECHANICAL SYSTEM OVERHAUL				\$25,000.00	A
57	REPLACE ROOF					\$40,000.00
58	INTERIOR FINISHES					\$45,000.00
59	NEW BUILDING MAINTENANCE (5+ YEARS OLD)					\$300,000.00
SUB-TOTAL		\$1,621,000.00	\$142,000.00	\$126,000.00	\$3,196,000.00	
60	SCHOOL ROUTINE PAINTING ROTATION					
61	REPLACE PLAYGROUND/BASKETBALL COURT SURFACE	\$5,000.00	F	\$5,000.00	F	\$5,000.00
62	GROUNDS MAINTENANCE - DRAINAGE/FENCING			\$10,000.00	F	
63	GYM FLOOR REFINISHING	\$6,000.00	F			\$2,000.00
64	COMPUTER HARDWARE/REPLACEMENTS/UPGRADES	\$15,000.00	F			\$20,000.00
65	BUILDING MAINTENANCE/IMPROVEMENTS		\$25,000.00	F	\$25,000.00	F
66	SEPTIC IMPROVEMENTS	\$25,000.00	F	\$25,000.00	F	\$25,000.00
67	PHONE SYSTEM UPGRADE				\$50,000.00	F
68	SOUNDPROOF CAFE/MUSIC ROOM		\$75,000.00	F		
69	REPLACE CAFE TABLES		\$13,000.00	F		
70	GYM ELECTRIC BACKSTOP			\$9,000.00	F	
71	PORTABLE WIRELESS SOUND SYSTEM		\$1,000.00			F
72	PORTABLE SLIDE OUT STAGE IN GYM		\$25,000.00	F		
73	CAFE FLOOR EPOXY					
74	MAIN CORRIDOR TILE REPLACEMENT	\$5,000.00	F			\$5,000.00
75	CLASSROOM TILE REPLACEMENT			\$20,000.00	F	
76	REPLACE CARPET MUSIC/LIBRARY ROOM	\$4,000.00	F			
77	REPLACE/UPGRADE CLOCK - COMPUTERIZED				\$5,000.00	F
78	HVAC OVERHAUL/REPLACE				\$20,000.00	F
79	INDOOR/OUTDOOR LIGHTING REPLACEMENT/UPGRADE			\$7,000.00	F	
80	KITCHEN PROOFER/WARMER REPLACEMENT					
81	BOOSTER WATER HEATER/KITCHEN			\$1,500.00	F	
82	KITCHEN REFRIGERATOR REPLACEMENT	\$6,000.00	F			
83	REPLACE CONVECTION OVEN					
SUB-TOTAL		\$66,000.00	\$146,000.00	\$70,500.00	\$118,000.00	\$57,000.00
BEACHES/RECREATION						
84	UPGRADE/ADA BATH HOUSES					
85	PARKING LOT REPAIRS (VARIOUS LOCATIONS)	\$15,000.00	F	\$20,000.00	F	
86	ADA BEACH CHAIR			\$10,000.00	F	
87	4 X 2 TRUCK			\$3,500.00	F	
				\$32,000.00	F	

FIVE YEAR CAPITAL PLAN FY19-FY23						
DEPARTMENT	ITEM	FY19	FY20	FY21	FY22	FY23
FIRE (EQUIP)	REPLACE AMBULANCE (CHG BUY TWO SAME TIME) 3YR LEASE					
	POWERLOAD STRETCHERS					
	SOUND TRUCK (3 YEAR LEASE \$1 MILLION)	\$10,000.00	A		\$200,000.00	A
	SOONER REPAIRS		\$0.00			
	ADMINISTRATIVE VEHICLE			\$200,000.00	A	\$200,000.00
	REPLACE SPECIAL VEHICLE					
	REPLACE SPECIAL VEHICLE					
	REPLACE SPECIAL VEHICLE					
	REPLACE SPECIAL VEHICLE					
	REPLACE SPECIAL VEHICLE					
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	REPLACE SPECIAL VEHICLE					
	REPLACE SPECIAL VEHICLE					
	REPLACE SPECIAL VEHICLE					
	REPLACE SPECIAL VEHICLE					
SUB-TOTAL						
		\$202,000.00	\$162,000.00	\$404,000.00	\$644,000.00	\$753,000.00
RESOURCE LAND MANAGEMENT PLANS	LONG RANGE PLAN IMPLEMENTATION ASSISTANCE	\$25,000.00	F	\$25,000.00	F	
	LAND ACQUISITION (OPEN SPACE, RECREATION, MAINTENANCE)	\$25,000.00	F			
	LAND ACQUISITION (HOUSING/AFFORDABLE HOUSING PURCHASES)					
	COASTAL EROSION PLANNING/MITIGATION					
	OPB FUNDING					
	ALTERNATIVE/RENEWABLE ENERGY INITIATIVES					
	FRESH WATER/POND STUDIES - REMEDIATION					
	WASTE WATER/208 SOLUTIONS (DEBT EXCLUSIONS)					
		\$1,000,000.00	D	\$2,000,000.00	D	\$2,000,000.00
		\$1,100,000.00		\$2,075,000.00		\$2,175,000.00
		\$4,754,065.00		\$4,292,161.00		\$4,002,267.00
		\$682,065.00		\$974,066.00		\$974,066.00
		\$4,000.00		\$36,000.00		\$38,000.00
		\$202,000.00		\$424,000.00		\$793,000.00
		\$32,000.00		\$500,000.00		\$247,000.00
		\$3,500,000.00		\$2,050,000.00		\$5,000,000.00
		\$5,000.00		\$5,000.00		\$5,000.00
		\$4,754,065.00		\$4,292,161.00		\$4,002,267.00
TOTAL						
TOTAL CAPITAL FUND = COMMUNITY PRESERVATION FUND						
HST + HUMAN SERVICES GIFT FUND						
A = AMBULANCE RECEIPTS						
B = BOND EXCHANGE						
C = CAPITAL DEBT EXCLUSION						
CT-CABLE TV REVENUE						
TOTAL						

ARTICLE 15

To see if the Town will vote to transfer and appropriate \$150,000 to various accounts for meeting the remaining expenses for Fiscal Year 2017; or take any action relative thereto.

By Board of Selectmen

Summary:

This article authorizes fund transfers to cover anticipated shortfall in current fiscal year funding.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 16

To see if the Town will vote to raise and appropriate \$320,000 to fund and implement the cost items of the first year of separate collective bargaining agreement(s) between the Town and Employee Unions, with each agreement covering the period of July 1, 2017 through June 30, 2020, and to fund raises or other wage adjustments for union and non-union employees for FY 2018; or take any action relative thereto.

By Board of Selectmen

Summary:

All employee contracts will be settled by Town Meeting. This sum will cover all wage adjustments for all municipal employees.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 17

To see if the Town will vote to supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied.

By Board of Selectmen

Summary:

This article is recommended by our financial advisors to allow for the flexibility in paying debt relative to bonded projects.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 18

To see if the Town will vote to transfer and appropriate the sum of \$11,453.40 to pay FY16 prior year unpaid bill which is for electricity use billed late; or take any action relative thereto:

By Board of Selectmen

Summary:

The Cape Light Compact and Eversource failed to properly bill the Town for this electricity. We received this bill after the end of the fiscal year so we need a special vote to pay it.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(4/5ths vote required)

ARTICLE 19

To see if the Town will vote to raise and appropriate, borrow and/or transfer from available funds, the sum of **\$700,000** to be combined with other monies appropriated in Article 7, Annual Town Meeting May 2, 2016, Article 6, Annual Town Meeting May 5, 2014 and Article 19, Annual Town Meeting May 4, 2015, for costs associated with the demolition and site restoration of the Tri-Town Septage Treatment Plant located in Orleans, and further that such appropriation shall not take effect until after a positive vote to exempt from the limitation on taxes under G.L. c59 §21C (proposition 2 ½ so called); or take any action relative thereto.

By Board of Selectmen/Tri-Town Board of Managers

Summary: The original Tri-Town Septage Treatment plant was constructed in 1985 under an inter-municipal agreement between the Towns of Orleans, Eastham, and Brewster. The plant is closed and needs to be demolished so the land can be returned to the town of Orleans. The Boards of Managers of the member communities have prepared plans to demolish and remove the facilities.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(3/4 Majority vote required)

ARTICLE 20

To see if the Town will vote to accept a gift of land of 4 +- acres, located at 0 Bridge Road, and described in a deed of Richard Mac Neill and Lee Mac Neill dated August 2, 2001, recorded with the Barnstable County Registry of Deeds, Book 14103, Page 135 and known as Parcel II., such parcel shown on assessor's Map 16, parcel 7A; said parcel shall be under the care, custody, management, and control of the conservation commission and held for conservation and open space purposes; or take any action relative thereto.

By Board of Selectmen

Summary:

The owners of this parcel of land wish to gift it to the Town. The parcel is surrounded by land owned by the Town of Eastham, the Nature Conservancy, and the Eastham Conservation Foundation, and is an important connecting parcel of open space in Boat Meadow.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 21

ZONING-Flood Plain Use Regulations

Underline = New language

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION IV - FLOOD PLAIN ZONING ARTICLE III USE REGULATIONS** by adding the following new language:

7. In accordance with the Code of Federal Regulations (44 CFR §60.3(b)(5)(iii)), the lowest floor of any new construction or substantial improvement must be

documented and maintained on record with the town. The most recent Elevation Certificate from the Federal Emergency Management Agency must be used to document elevations for all new construction and substantial improvements in the Special Flood Hazard Area; or take any action relative thereto.

By Eastham Planning Board

Summary:

The Town of Eastham is in the process of enrolling in FEMA's Community Rating System (CRS) Program, a voluntary, incentive-based program that recognizes and encourages community floodplain management activities that exceed the minimum National Flood Insurance Program standards. Depending upon the level of participation, flood insurance premium rates for policyholders can be reduced up to 45%. Participating in the CRS provides an incentive to maintaining and improving a community's floodplain management program. Communities participating in the Community Rating System (CRS) are required to add language to the Zoning Bylaw.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

PLANNING BOARD RECOMMENDATION: 5-0

(2/3 Majority vote required)

ARTICLE 22

ZONING-Site Plan Approval

~~Strikethrough~~ = Language Removed

Underline = New language

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SITE PLAN APPROVAL - SPECIAL PERMIT Section XIII** subsection **C** as follows:

C. APPLICATION

1. Each application for Site Plan Special Permit shall be filed by the petitioner with the Town Clerk, and ~~twenty (20)~~ twelve (12) copies of said application, including the date and time of filing certified by the Town Clerk, shall be filed with the Planning Board.

And to also amend,

SITE PLAN APPROVAL - SPECIAL PERMIT Section XIII subsection **F** as follows:

1. All site plans shall be prepared by a Registered Professional Land Surveyor ~~and or~~ or Registered Professional Civil Engineer or both if required.
2. All site plans shall be on standard 24" x 36" ~~11" x 17"~~ sheets, and each sheet shall be prepared at a defined scale suitable for the content of the topic covered on the sheet and shall include the following:

And to also amend,

SITE PLAN APPROVAL - RESIDENTIAL SECTION XIV subsection **B** as follows:

B. APPLICATION

Each application for Site Plan approval – Residential shall be filed with the Planning Board along with ~~twenty (20)~~ twelve (12) copies and the required fee. or take any action relative thereto.

By Eastham Planning Board

Summary:

The prevalence of digital documents and email has reduced the need for the amount of hard copy plans necessary to complete regulatory reviews. This article will reduce the amount of hard copies needed for submittal of regulatory applications. The changes will benefit prospective applicants by reducing copy fees and reducing wasted paper. This article also amends a previous clerical error that required prospective applicants to submit plans stamped by both a licensed professional surveyor and a licensed engineer. Under most circumstances plans submitted by one or the other licensed professionals is sufficient.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

PLANNING BOARD RECOMMENDATION: 5-0

(2/3 Majority vote required)

ARTICLE 23

Zoning - North Eastham Overlay District

~~Strikethrough~~ = Language Removed

Underline = New language

To see if the Town will vote to amend its Zoning Bylaw, **SECTION V - Uses District I** as follows:

DISTRICT I– North Eastham Overlay

Those principal and accessory uses as allowed by-right or by special permit as indicated in the Overlay District Table of Principal Uses and Table of Accessory Uses. The utilization of the provisions of the Overlay District are applicable only to mixed-use developments.

Also amend **SECTION V - Uses, Mixed Use (MU) Special Permit**, as follows:

Applicability

The Planning Board is the Special Permit Granting Authority (SPGA) for ~~Mixed-Residential Development Special Permits and Mixed-Use Special Permits~~ in the North Eastham Overlay District (NEOD).

Mixed-Use Special Permit

Within the NEOD, the SPGA may issue a special permit to authorize the following use: the use, conversion or expansion of a commercial ~~or residential~~ structure ~~or the comprehensive development of an entire site~~ to provide for a mix of ~~residential and commercial~~ retail, office, municipal, service establishments, residential uses and industrial uses where allowed, in some combination, in structures of one or two stories, which may be located on a single lot or a parcel formed from combined lots ~~uses in structures of one or two stories, where residential units are located on the second floor level of the structure in commercial use.~~

Waivers

When in the opinion of the SPGA the proposal for a mixed use development within the North Eastham Overlay District (NEOD) does not meet the standards for eligibility for consideration for special permit approval under this section, the SPGA may grant waivers to the standards listed in this section.

~~Qualifying area: To serve as a MU site, an area of land within the NEOD shall contain at least two (2) contiguous acres.~~

Dimensional Flexibility:
The dimensional requirements for residential and non-residential uses:

ALTERNATIVE OVERLAY DISTRICT DIMENSIONAL REQUIREMENTS					
WIDTH	FRONT	SIDE	REAR	MAX. LOT	MAX. BLDG
75 foot min.	10-foot min. 20-foot max.	20 foot min. exclusive of driveway	15 foot min.	Bldg 15% Bldg, drives & parking 55% NOTE: Walkways must be pervious if the building, parking and	2 stories or 35 feet

Also amend **SECTION V - Uses, Table of Principal Uses** by deleting in its entirety, the Table of Principal Uses and replacing it with the following:

TABLE OF PRINCIPAL USES - NORTH EASTHAM OVERLAY DISTRICT (NEOD)				
Y = YES/ALLOWED BY-RIGHT (Within Underlying Zoning District)				
SP = BY SPECIAL PERMIT (As Part of a Mixed Use)				
X = PROHIBITED				
PRINCIPAL USE	ZONING DISTRICT			
	A	C	D	E
AGRICULTURAL				
Farm > 5ACRES	Y	Y	Y	Y
Plant nursery, other horticulture or floriculture	SP	Y	Y	Y
RESIDENTIAL				
Assisted Living residence, with or without Independent Living	SP	SP	SP	SP
Single-Family dwelling	Y	X	SP	SP
Two-family or duplex dwelling	Y	X	SP	SP
Mixed-use Development	SP	SP	SP	SP
Apartments & Townhouses	SP	SP	SP	SP
Residence above by-right business, if not >50% "of structure"	SP	X	Y	Y
COMMERCIAL				
Antique, craft and gift shops	SP	X	Y	Y
Adult Entertainment	X	X	X	X
Animal hospital or veterinary office	SP	SP	Y	SP
Art Gallery	SP	X	Y	SP
Auction house	SP	SP	Y	Y
Automotive repair, service	X	Y	SP	SP
Bakery, Wholesale	X	Y	X	X
Bank	SP	X	Y	Y
Barber shop, beauty salon	SP	SP	Y	SP
Boat building, repair, storage	X	Y	X	X
Charter (party) boat business	X	X	X	X
Cinema, movie theater	X	SP	SP	SP
Contractor's yard	X	X	X	X
Dry cleaning, Laundromat	X	SP	SP	SP
Fitness center, Gym	SP	SP	Y	SP
Hospice Care Facility	SP	SP	SP	SP
Hotel, Inn, Motel, Hostel	SP	SP	Y	SP
Industry, Light, not specifically allowed in Section V	X	SP	SP	SP
District C Use description				
Junk yard	X	X	X	X
Kennel, Commercial (not defined)	SP	Y	Y	SP
Lodge, Membership or Fraternal Club	SP	SP	Y	SP
Nursing or Convalescent Facility	SP	SP	SP	SP

PRINCIPAL USE	ZONING DISTRICT			
	A	C	D	E
COMMERCIAL				
Publishing and/or printing establishment	SP	SP	SP	SP
Rental, automobile, truck, trailer	SP	Y	SP	SP
Rental, boat, fishing gear	SP	SP	SP	SP
Restaurant, < 5 K sq. ft. GFA	SP	SP	SP	SP
Restaurant, 5 K sq. ft. or > GFA	SP	SP	SP	SP
Retail Sales/Service, Minor Small scale, 5 K sq. GFA	SP	SP	Y	Y
Resort and Conference Center	SP	SP	SP	SP
Service and Repair, non-automotive (carpentry, electrical, plumbing, etc.)	SP	Y	Y	Y
Spa Resort	SP	X	Y	SP
Studio, Artist Dance, Photography	SP	SP	SP	SP
INDUSTRIAL				
Concrete batching plant	X	Y	X	X
Warehousing, Rental, & Bulk Storage	X	Y	X	X
Wastewater Treatment Facility	SP	SP	SP	SP
Wastewater Effluent disposal	SP	SP	SP	SP
Wind, Solar, Energy Facility	SP	SP	SP	SP
GOVERNMENTAL, CULTURAL, INSTITUTIONAL				
Conservation, open space land	Y	X	Y	Y
Municipal Use	SP	SP	SP	SP
Museum	SP	SP	SP	SP
Public use, other	Y	Y	Y	Y
Recreation, passive	Y	X	Y	Y
ACCESSORY USE TABLE				
RESIDENTIAL				
Apartment, AFFORDABLE Accessory	Y	X	Y	Y
Apartment located above permitted commercial use, provided no more than 50% floor area of total structure	SP	X	Y	Y
Automated banking (ATM) interior, exterior or freestanding	SP	SP	SP	SP
Bed and Breakfast	Y	SP	SP	SP
Family daycare, licensed per G. L. c. 15D, §1A.	SP	X	SP	SP
Farm stand, non-exempt per G. L. c. 40A, §3Y	SP	SP	SP	SP
Home Occupation, SP in any district where not X	SP	SP	SP	SP

By Eastham Planning Board

BOARD OF SELECTMEN RECOMMENDATION: 4-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
PLANNING BOARD RECOMMENDATION: 5-0
(2/3 Majority vote required)

ARTICLE 24

To see if the Town will vote to appropriate and transfer, pursuant to the provisions of G.L. C44B (6) from the FY18 estimated community preservation revenues to reserves in the following amounts: **\$77,010** open space purposes, **\$77,010** historic preservation purposes **\$77,010** affordable housing purposes, **\$77,010** active recreation purposes and **\$462,884**, to the FY18 Community Preservation budgeted reserve for appropriation for a total of **\$770,924** as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This annual article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, and affordable community housing, and active recreation, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).

BOARD OF SELECTMEN RECOMMENDATION: 4-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 5-0
(Majority vote required)

ARTICLE 25

To see if the Town will vote to transfer and appropriate **\$38,000** from the Community Preservation Undesignated Fund Balance as allowed by law to cover administrative support expenses; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article transfers \$38,000 of Community Preservation Funds to the CPA committee for administrative purposes. The State Legislation permits up to five percent (5%) of all funds may be used for that purpose. Any unused funds each year revert to the Community Preservation Fund Balance.

BOARD OF SELECTMEN RECOMMENDATION: 4-0
FINANCE COMMITTEE RECOMMENDATION: 6-0
COMMUNITY PRESERVATION COMMITTEE: 5-0
(Majority vote required)

ARTICLE 26

To see if the Town will vote to transfer from FY18 CPA Receipts **\$425,250** from Community Preservation Undesignated Fund Balance for the purpose of paying debt payments for the following land acquisitions: Dyer Prince (Harris) Land Purchase **\$350,000** and the Aschettino Land Purchase **\$75,250**; or take any action relative thereto.

By Town Accountant/Community Preservation Committee

Summary:

These are yearly debt payments for open space purchases approved at Town Meeting. The State Legislation allows for the principal and interest debt payments to be funded through the Community Preservation Fund, but only recently required that a separate article be voted each year of the long term debt payment.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 5-0

(Majority vote required)

ARTICLE 27

To see if the Town will vote to authorize expanding the allowable use of the balance of previously appropriated Community Preservation funds in the amount of **\$359,016**. Said expanded use to include the expansion of a Rental Subsidy Program and such new programs as Housing Preservation Program, Homeowner Lease-to-Own Program and Homebuyer Closing Cost Assistance; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

The Affordable Housing Trust currently operates the Converted Rental Expansion Program. This program purchases properties and converts them to affordable, deed restricted rental properties. This program currently has a balance of \$359,016.52. Unfortunately, the program has not been an effective means of creating a significant number of new affordable units in. Only 7 units have been created under this program due in part to high acquisition and rehab costs. This article, while maintaining the current program, would allow for additional program options as discussed.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

(Majority vote required)

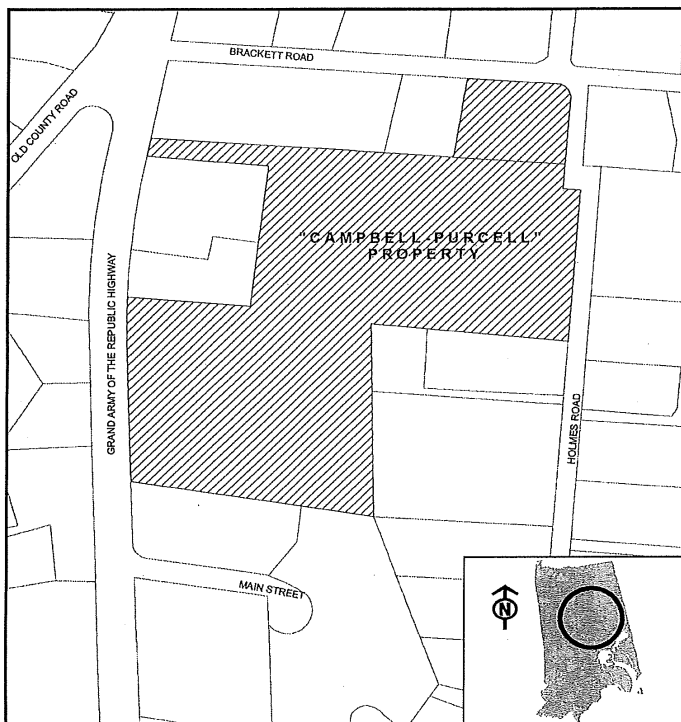
ARTICLE 28

To see if the Town will vote to transfer the sum of **\$300,000** from Community Preservation Affordable Housing Reserves and/ or undesignated fund balance to Pennrose Properties LLC. to assist in funding the construction of the "Campbell-Purcell Community Housing Development", a 65-unit affordable rental housing development on town owned land, located at 4300 State Highway, Eastham, MA., and pursuant to a grant agreement as required under G.L. c.44B and that shall be on such terms and conditions as may be agreed to by the Board of Selectmen and that shall include a permanent affordable housing restriction enforceable by the Town for the affordable units (in the leasehold interest that is to be provided); or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article will provide a cash grant to the developer to offset development and construction costs. The proposed "Campbell-Purcell Community Housing Development" will create 65 rental units, 40 units shall be affordable at or below 60% of Area Median Income and 25 units shall be affordable at or below 120% of Area median Income. The language in the article allows the Board of Selectmen to enter into a grant agreement to set conditions for the applicant to receive CPA funding, one of which will be that the applicant do everything possible to allow up to 70% local preference for the first round of unit rentals.



BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

(Majority vote required)

ARTICLE 29

To see if the Town will vote to transfer the sum of **\$11,500** from Community Preservation Active Recreation Reserves and/ or undesignated fund balance to Cape Cod Children's Place to assist in funding the construction of a new playground at their facility located at 10 Ballwic Avenue, Eastham subject to a grant agreement between the Town of Eastham and the Children's Place; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

The Cape Cod Children's place is in the process of an expansion and renovation project. This article will provide a grant to offset the construction costs of a proposed new playground area on the site.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

(Majority vote required)

ARTICLE 30

To see if the Town will vote to transfer the sum of **\$100,000** from Community Preservation Affordable Housing Reserves and/ or undesignated fund balance to Cape Cod Village Inc. to assist in funding the construction of an affordable housing facility that will provide permanent housing to adults with Autism to be located in the Town of Orleans at 19 Childs Homestead Road (Map 25 Parcel 74) and to authorize the Board of Selectmen to acquire an affordable housing restriction on said property; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article will provide a cash grant to the developer to offset development and construction costs. The facility will provide housing for 15 autistic adults who require assistance with daily living activities with 24/7/365-day staffing. This is a regional project to create a type of housing not currently available for residents in the lower cape. Equal access will be given to residents of all the towns for the available housing units.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

(Majority vote required)

ARTICLE 31

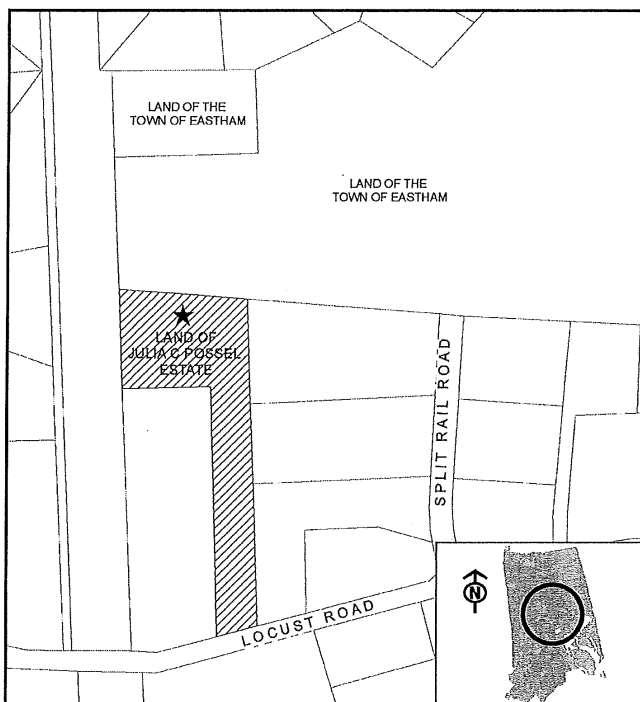
To see if the Town will vote to authorize the Board of Selectmen to acquire, by gift, purchase, or eminent domain, the fee simple interest or less in a parcel of land containing 1.623 acres, more or less, located at 390 Locust Road, Eastham and described in a deed dated October 17, 1969 recorded with the Barnstable County Registry of Deeds in Book 1453 Page 305 and shown as Lot 8B on a plan of land entitled "Plan of Land in Eastham being a division of Lot 8 as shown in Plan Bk 233 Pg. 17 made for the Estate of Julia C. Possel" to be held under the care, custody, management and control of the Eastham Conservation Commission for open space, conservation and passive recreation purposes, pursuant to G.L. c. 40, §8C and G.L. c. under such terms and conditions as the Board of Selectmen may impose; and as funding therefore to appropriate the sum of **\$200,000** for the acquisition and other related costs associated therewith from the Community Preservation Open Space Reserve and/or the Unrestricted Fund Balance, provided further however that no funds appropriated hereunder shall be expended until the Board of Selectmen determines that the Town has received gifts and/or grants totaling a minimum of **\$25,000** for the purposes of this Article; and further to authorize the Board of Selectmen to grant a perpetual conservation restriction on the property in accordance with the provisions of G.L. c.44B, §12 and G.L. c.184, §§31-33 to a public or private non-profit or governmental agency as the Board of Selectmen and the conservation commission deem appropriate; and further to authorize the Board of Selectmen and the Conservation Commission to file on behalf of the Town any and all applications deemed necessary for grants and/or reimbursements from the Commonwealth of Massachusetts or any other grant programs; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This parcel has a high natural resource value with vegetation consisting of mature native forest and portions of two vernal pools along with ample adjacent upland areas. The parcel is entirely within the MA Natural Heritage and Endangered Species Program (HHESP) priority and rare wildlife habitat

area. Purchasing this parcel for conservation purposes will help protect wildlife habitat and groundwater resources. This proposal has received unanimous support of the Eastham Open Space Committee and Eastham Conservation Commission as well as several abutting property owners. The specific amount of the CPA funding request is based on the FY17 assessed value. Private donations are being sought through the Eastham Conservation Foundation to offset the purchase price and potentially reduce the amount of CPA funds needed to complete the purchase.



BOARD OF SELECTMEN RECOMMENDATION: 0-3-1

FINANCE COMMITTEE RECOMMENDATION: 5-1

COMMUNITY PRESERVATION COMMITTEE: 9-0

(Majority vote required)

ARTICLE 32

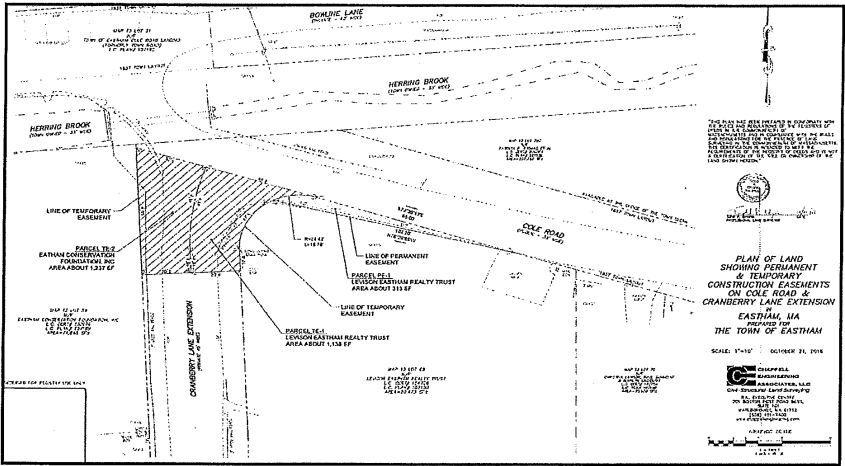
To see if the Town will vote to accept, a permanent easement on Cole road as shown on a plan entitled "Plan of Land Showing Permanent and Temporary Construction Easements on Cole Road & Cranberry Lane Extension in Eastham Massachusetts," Scale: 1"=10', dated October 21, 2016, prepared by Chappell Engineering Associates, LLC of Marlborough MA, on file with the office of the town Clerk, and further to authorize the Board of Selectmen to acquire by gift, purchase or eminent

domain, the easement to use for all purposes for which public ways are used in the town of Eastham and all related easements thereto; or take any action relative thereto.

By Board of Selectmen

Summary:

A small section of Cole Road travel way, which was laid out in 1837, has drifted onto private property. Given the sensitive environmental area adjacent to existing roadway, it is not practical to relocate the roadway wholly within the Town layout. This article, if approved, will allow the town to accept a 313 square foot permanent easement so that the roadway can be reconstructed within the existing travel roadway footprint.



BOARD OF SELECTMEN RECOMMENDATION: 4-0
FINANCE COMMITTEE: RECOMMENDATION: 6-0
(Majority vote required)

ARTICLE 33

To see if the Town will approve the \$1,300,000 borrowing authorized by the Nauset Regional School District (District), for the purpose of paying costs of a feasibility study for the Nauset Regional High School, 100 Cable Road, N. Eastham, MA 02651, including the payment of all costs incidental and related thereto (the "Study"), and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School Committee. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Study costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities. Any grant that the District may receive from the MSBA for the Study shall be as set forth in the Feasibility Study Agreement that may be executed between the District and the MSBA; or to take any other action relative thereto.

By Nauset Regional School Committee

Summary: The Nauset Regional High School is over 40 years old and in need of renovation. The school has applied for financial assistance from the Massachusetts School Building Authority and has advanced into the feasibility study round. In this article, the School Committee is asking for the ability to borrow to fund the feasibility study, total cost estimated at \$1,300,000. It is anticipated that the MSBA will fund over 35% of the cost, and the remainder will be assessed to the four member towns in the same proportion as the student assessment. Currently, the Town of Eastham pays 21.1864%, which is anticipated to be roughly \$175,000.

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE: RECOMMENDATION: 6-0

(2/3rds Majority vote required)

ARTICLE 34

NON-BINDING RESOLUTION OF THE TOWN

To see if the Town will vote in support of this Public Advisory Article which reads as follows:

To protect public health and safety, move spent fuel at Pilgrim Nuclear PowerStation to secure dry casks as soon as possible.

Whereas, the original design for the Pilgrim Nuclear PowerStation (PNPS) spent fuel pool was for 880 assemblies and now holds over 2,822 densely racked and tightly packed assemblies, and;

Whereas, the PNPS spent fuel pool holds over 11 times the amount of cesium released at Chernobyl, and;

Whereas, the MA Attorney General Office 2006 report cited that an accident at PNPS could result in 24,000 latent cancers, \$488 billion in damages, and contamination of hundreds of miles downwind, and;

Whereas, 885 Boraflex panels, which prevent criticality and fire, will be susceptible to unacceptable levels of deterioration by September, 2017, and;

Whereas, the PNPS spent fuel pools are vulnerable to terrorist and cyber attack, and;

Whereas, citizens of the Town of Eastham find this to be an unacceptable threat to their health and safety and must be resolved in the most timely manner.

Therefore, the people of the Town of Eastham direct the town's government to communicate with Governor Baker to employ all means available to ensure spent nuclear fuel generated by the Pilgrim Nuclear Power Station be placed in secure dry casks as soon as technically feasible and consistent with the highest standards, ready to be moved to a permanent federal facility when available in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 4-0

FINANCE COMMITTEE: RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 35

NON-BINDING RESOLUTION OF THE TOWN

To see if the Town will vote to request the Eastham Selectmen to authorize all Town officials to refrain from using Town funds and other resources to enforce federal immigration laws, in keeping with current practices, unless presented with a criminal warrant or other evidence of probable cause as required by the Fourth Amendment of the United States Constitution; and

To see if the Town will vote to request the Eastham Selectmen to protect the civil liberties and human rights of all Eastham residents and visitors regardless of race, ethnicity, religion, ability, sexual and gender identity, national origin, or citizenship and immigration status.

By Petition

SUMMARY

This Article seeks to reaffirm the Town's commitment to the values of freedom, justice and equality for all Eastham residents and visitors and enable all residents and visitors to lead lives of peace and dignity free from fear, harassment and violence.

BOARD OF SELECTMEN RECOMMENDATION: 1-3

FINANCE COMMITTEE: RECOMMENDATION: 6-0

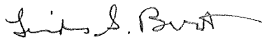
(Majority vote required)


ARTICLE 36

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2014 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting. You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 14th day of April in the year of our Lord, Two Thousand and seventeen.


Linda S. Burt
Clerk


Elizabeth Gawron


William O'Shea
Vice Chair


Wallace F. Adams


John F. Knight
Chair
BOARD OF SELECTMEN

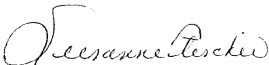
Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable



A True Copy Attest:



Sue Fischer, Town Clerk

PROCEDURES FOR TOWN MEETING

In accordance with Section C2-8. B of the Eastham Town Charter, the following procedures will be followed:

1. A registered voter wishing to speak at Town Meeting shall proceed to one of the microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. Persons making articles and demonstrations are exceptions to this rule.
2. Non-voters who wish to address Town Meeting and have identified themselves in advance to the Moderator may only speak if permitted by majority consent of voters.
3. Registered voters will be seated first. Additional seating for non-voters may be available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. **Voters who sit in the Non-Voter Section cannot vote.**
4. Discussion on each article shall terminate when no one wishes to speak or the discussion becomes redundant in the opinion of the Moderator or a motion to call the question is approved.
5. Votes may be taken by voice (Majority to be determined by the Moderator), by a show of hands or by electronic devices. Articles requiring a 2/3 vote will be by hand count or electronic device count, at the Moderator's discretion, unless unanimous. If seven Town Meeting members question a voice vote, the Moderator may then choose an alternative counting method.
6. An article may be reconsidered on the same day, no more than sixty (60) minutes from the time the vote on such article is declared by the Moderator. The Town Clerk's minutes shall record such times.
7. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, is the Eastham Town Meeting parliamentary handbook.

The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters. Persons with handouts of any nature must be outside the building or in a designated area.

**PLEASE BE COURTEOUS
ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.**

Minutes for the Annual Town Meeting held May 1, 2017

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Gymnasium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:00 p.m. with a quorum of 208 voters present. The Town Clerk read the call of Town Meeting.

Articles 1 through 10. A motion was made and seconded by the Board of Selectmen to approve articles 1-10 as printed in the warrant, and that the sum of \$1,700 be raised and appropriated for Article 1; that in Article 4 the PEG Access Cable Receipts Fund is stricken from the Bylaw; that the sum of \$12,000 be transferred from free cash for Article 7 and that the sum of \$16,000 be transferred from free cash for Article 8, and that the sum of \$50,000 be transferred from free cash for Article 9, and that the sum of \$100,000 be raised and appropriated for Article 10 so that the articles read as follows:

Article 1. To raise and appropriate **\$1,700** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Article 2. To assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Article 3. To accept the provisions of M.G.L Chapter 71, Section 16B which would reallocate the sum of member towns' funding obligation for the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called for fiscal year 2019.

Article 4. To amend the General Bylaws, pursuant to the provisions of G.L. Chapter 44, Section 53E1/2, by inserting a new bylaw establishing various revolving funds, specifying the departmental receipts to be credited to each fund, the purposes or programs for which each fund may be expended, and the entity authorized to expend each fund, as printed in the warrant. The PEG Access Cable Receipts Fund is stricken from the Bylaw.

Revolving Funds

There are hereby established in the Town of Eastham pursuant to the provisions of G.L. c.44, §53E½, the following Revolving Funds:

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs
Home Composting Bin/Recycling	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability
Vehicular Fuel Sales	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities
Council on Aging/Lower Cape Adult Day Center	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances
PEG Access Cable Receipts	Town Administrator	Funds from cable tv receipts	For cable broadcast related expenses.

Article 5. To reauthorize the following revolving accounts, through the Town Accountant's office, in accordance with Massachusetts General Laws, Chapter 44 Section 53E ½, Recreation Bottles and Cans \$10,000, Home Composting Bin/Recycling \$1,200, Vehicular Fuel Sales \$35,000, Council on Aging/Lower Cape Adult Day Center \$12,500.

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY18 Spending Limits
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	\$10,000
Home Composting Bin/Recycling	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	\$1,200
Vehicular Fuel Sales	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities	\$35,000
Council on Aging/Lower Cape Adult Day Center	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances	\$12,500

Article 6. To accept MGL Chapter 44, Section 53F¾ to establish a Receipts Reserved for Appropriation Account to deposit receipts from the PEG Access Cable Account.

Article 7. To transfer from Free Cash **\$12,000** to the Visitors Service Board to be expended by the Visitors Services Board on the following items: Landscaping, lighting, holiday decorations and general improvement on Windmill Green \$3,500, Flower Island support \$500, and Summer concerts \$8,000.

Article 8. To transfer from Free Cash **\$16,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth.

Article 9. To transfer from Free Cash **\$50,000** to add to the OPEB Trust as provided under Chapter 40, Section 5B of the General Laws to be reserved for appropriation for the purpose of funding future post-employment benefits, other than pensions.

Article 10. To raise and appropriate **\$100,000** to the Stabilization Trust Fund.

Passed – majority vote declared by Moderator
Count: 264 Yes 11 No

Article 11. A motion was made and seconded by the Board of Selectmen to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate \$83,713 for the following positions:

Moderator	\$ 500
Town Clerk	\$70,713
Selectmen (5) 2,500 each	\$12,500
Total	\$83,713

Passed – majority vote declared by Moderator
Count: 249 Yes 22 No

Article 12. A motion was made and seconded by the Board of Selectmen to set the operating budget at \$27,040,843 as printed in the warrant, and to meet this expenditure, to raise and appropriate and use estimated receipts totaling \$26,550,873; and transfer from the ambulance receipts reserved account \$372,570 to: \$100,000 to Line 29 Fire Salaries; and \$272,570 to Line 31 Fire Capital and transfer from the Septic Loan Betterment Account \$20,400 to Line 66 Septic Betterment Loan; and transfer from the Windmill receipts reserved account \$2,000 to Line 62 Beach & Recreation Expense; and transfer from the Government Media Access Account \$90,000 to Line 12 Data Processing salary; and transfer from the Waterway Improvement Account \$5,000 to Line 18 Natural Resources Salary, and further transfer from Free Cash (dog receipts) an additional \$2,500 to Line 60, Library Expense.

Passed – majority vote declared by Moderator
Count: 245 Yes 31 No

Article 13. A motion was made and seconded by the Board of Selectmen to appropriate \$931,000 and to meet this appropriation, to raise and appropriate \$150,000; and transfer from Free Cash \$635,000 and transfer from the Ambulance Receipts Reserved Account \$146,000, for the purposes of acquiring the items and undertaking the improvements as printed in the warrant.

Passed required 4/5ths majority vote declared by Moderator
Count: 256 Yes 21 No

Article 14. A motion was made and seconded by the Board of Selectmen in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the Capital Improvement Plan for FY19-FY23 as printed in the warrant.

Passed – majority vote declared by Moderator
Count: 269 Yes 11 No

Article 15. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash the sum of \$150,000 to be apportioned as follows to the May 2016 Annual Town Meeting Article 12, \$45,000 to Fire Salaries, \$20,000 to Data Processing Expense Account, \$35,000 to Selectmen Administrative Salaries Account, \$26,000 to Municipal Building Expense, \$14,000 to Collections Expense, and \$10,000 to the Consulting and Engineering Account; and further to transfer \$2,100 from Library salaries to Library expense account.

Passed – majority voice vote as declared by Moderator

Article 16. A motion was made and seconded by the Board of Selectmen to raise and appropriate **\$320,000** to fund and implement the cost items of the first year of separate collective bargaining agreement(s) between the Town and Employee Unions, with each agreement covering the period of July 1, 2017 through June 30, 2020, and to fund raises or other wage adjustments for union and non-union employees for FY 2018.

Passed – majority vote declared by Moderator
Count: 251 Yes 27 No

Article 17. A motion was made and seconded by the Board of Selectmen to supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such

bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied.

Passed – majority voice vote as declared by Moderator

Article 18. A motion was made and seconded by the Board of Selectmen to transfer from free cash \$11,453.40 to pay an unpaid bill from FY 2016.

Failed to pass required 4/5th majority vote declared by Moderator
Count: 205 Yes 74 No

A motion was made and seconded to reconsider Article 18.

Motion to reconsider passed required 2/3rd vote as declared by Moderator
Count: 180 Yes 100 No

Main motion passed required 4/5th vote declared by Moderator
Count: 265 Yes 14 No

Article 19. A motion was made and seconded by the Board of Selectmen to appropriate the sum of \$700,000 to be combined with other monies appropriated in Article 7, Annual Town Meeting May 2, 2016, Article 6, Annual Town Meeting May 5, 2014 and Article 19, Annual Town Meeting May 4, 2015, for costs associated with the demolition and site restoration of the Tri-Town Septage Treatment Plant located in Orleans, as required under an intermunicipal agreement among the Towns of Orleans, Eastham, and Brewster, including costs incidental and related thereto; that to meet said appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$700,000 and to issue bonds and notes therefor pursuant to General Laws Chapter 44, sections 7 or 8 or any other enabling authority; provided, however, that any borrowing authorized hereunder shall be contingent on the passage of a Proposition 2 and ½ debt exclusion vote. Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Passed required 2/3rds vote declared by Moderator
Count: 259 Yes 18 No

Article 20. A motion was made and seconded by the Board of Selectmen to accept a gift of land of 4 +- acres, located at 0 Bridge Road, and described in a deed of Richard Mac Neill and Lee Mac Neill dated August 2, 2001, recorded with the Barnstable County Registry of Deeds, Book 14103, Page 135 and known as Parcel II., such parcel shown on assessor's Map 16, parcel 7A; said parcel shall be under the care, custody, management, and control of the conservation commission and held for conservation and open space purposes.

Passed – majority voice vote as declared by Moderator

Article 21. A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw, **SECTION IV - FLOOD PLAIN ZONING ARTICLE III USE REGULATIONS** by adding the following new language:

7. In accordance with the Code of Federal Regulations (44 CFR §60.3(b)(5)(iii)), the lowest floor of any new construction or substantial improvement must be documented and maintained on record with the town. The most recent Elevation Certificate from the Federal Emergency Management Agency

must be used to document elevations for all new construction and substantial improvements in the Special Flood Hazard Area.

Passed required 2/3rds vote as declared by Moderator
Count: 230 Yes 38 No

Article 22. A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw-Site Plan Approval Special Permit, Section XIII, subsection C; Section XIII, subsection F; and Residential Section XIV, subsection B as printed in the warrant.

C. APPLICATION

1. Each application for Site Plan Special Permit shall be filed by the petitioner with the Town Clerk, and ~~twenty (20)~~ twelve (12) copies of said application, including the date and time of filing certified by the Town Clerk, shall be filed with the Planning Board.

And to also amend,

SITE PLAN APPROVAL - SPECIAL PERMIT Section XIII subsection F as follows:

1. All site plans shall be prepared by a Registered Professional Land Surveyor ~~and or~~ Registered Professional Civil Engineer or both if required.
2. All site plans shall be on standard 24" ~~x 36"~~ 11" x 17" sheets, and each sheet shall be prepared at a defined scale suitable for the content of the topic covered on the sheet and shall include the following:

And to also amend,

SITE PLAN APPROVAL - RESIDENTIAL SECTION XIV subsection B as follows:

B. APPLICATION

Each application for Site Plan approval – Residential shall be filed with the Planning Board along with ~~twenty (20)~~ twelve (12) copies and the required fee.

Passed required 2/3rds vote as declared by Moderator
Count: 267 Yes 6 No

Article 23. A motion was made and seconded by the Board of Selectmen to amend the Zoning Bylaw, Section V - Uses District I; and Section V-Uses-Mixed Use Special Permit; and Section V-Uses Table of Principle Uses as printed in the warrant:

DISTRICT I– North Eastham Overlay

Those principal and accessory uses as allowed by-right or by special permit as indicated in the Overlay District Table of Principal Uses and Table of Accessory Uses. The utilization of the provisions of the Overlay District are applicable only to mixed-use developments.

Also amend **SECTION V - Uses, Mixed Use (MU) Special Permit**, as follows:

Applicability

The Planning Board is the Special Permit Granting Authority (SPGA) for ~~Mixed Residential Development Special Permits and Mixed-Use Special Permits~~ in the North Eastham Overlay District (NEOD).

Mixed-Use Special Permit

Within the NEOD, the SPGA may issue a special permit to authorize the following use: the use, conversion or expansion of a commercial or residential structure or the comprehensive development of an entire site to provide for a mix of residential and commercial retail, office, municipal, service establishments, residential uses and industrial uses where allowed, in some combination, in structures of one or two stories, which may be located on a single lot or a parcel formed from combined lots ~~uses in structures of one or two stories, where residential units are located on the second floor level of the structure in commercial use.~~

Waivers

When in the opinion of the SPGA the proposal for a mixed use development within the North Eastham Overlay District (NEOD) does not meet the standards for eligibility for consideration for special permit approval under this section, the SPGA may grant waivers to the standards listed in this section.

~~Qualifying area:~~ To serve as a MU site, an area of land within the NEOD shall contain at least two (2) contiguous acres.

Dimensional Flexibility:

The dimensional requirements for residential and non-residential uses:

ALTERNATIVE OVERLAY DISTRICT DIMENSIONAL REQUIREMENTS					
WIDTH	FRONT	SIDE	REAR	MAX. LOT	MAX. BLDG
75-foot min.	10-foot min. 20-foot max.	20 foot min. exclusive of driveway	15 foot min.	Bldg 15% Bldg, drives & parking 55% NOTE: Walkways must be pervious if the building, parking and	2 stories or 35 feet

Also amend **SECTION V - Uses, Table of Principal Uses** by deleting in its entirety, the Table of Principal Uses and replacing it with the following:

TABLE OF PRINCIPAL USES - NORTH EASTHAM OVERLAY DISTRICT (NEOD)				
Y = YES/ALLOWED BY-RIGHT (Within Underlying Zoning District)				
SP = BY SPECIAL PERMIT (As Part of a Mixed Use)				
X = PROHIBITED				
PRINCIPAL USE	ZONING DISTRICT			
	A	C	D	E
AGRICULTURAL				
Farm > 5ACRES	Y	Y	Y	Y
Plant nursery, other horticulture or floriculture	SP	Y	Y	Y
RESIDENTIAL				
Assisted Living residence, with or without Independent Living	SP	SP	SP	SP
Single-Family dwelling	Y	X	SP	SP
Two-family or duplex dwelling	Y	X	SP	SP
Mixed-use Development	SP	SP	SP	SP
Apartments & Townhouses	SP	SP	SP	SP
Residence above by-right business, if not >50% "of structure"	SP	X	Y	Y
COMMERCIAL				
Antique, craft and gift shops	SP	X	Y	Y
Adult Entertainment	X	X	X	X
Animal hospital or veterinary office	SP	SP	Y	SP
Art Gallery	SP	X	Y	SP
Auction house	SP	SP	Y	Y
Automotive repair, service	X	Y	SP	SP
Bakery, Wholesale	X	Y	X	X
Bank	SP	X	Y	Y
Barber shop, beauty salon	SP	SP	Y	SP
Boat building, repair, storage	X	Y	X	X
Charter (party) boat business	X	X	X	X
Cinema, movie theater	X	SP	SP	SP
Contractor's yard	X	X	X	X
Dry cleaning, Laundromat	X	SP	SP	SP
Fitness center, Gym	SP	SP	Y	SP
Hospice Care Facility	SP	SP	SP	SP
Hotel, Inn, Motel, Hostel	SP	SP	Y	SP
Industry, Light, not specifically allowed in Section V	X	SP	SP	SP
District C Use description				
Junk yard	X	X	X	X
Kennel, Commercial (not defined)	SP	Y	Y	SP
Lodge, Membership or Fraternal Club	SP	SP	Y	SP
Nursing or Convalescent Facility	SP	SP	SP	SP

	A	C	D	E
COMMERCIAL				
Publishing and/or printing establishment	SP	SP	SP	SP
Rental, automobile, truck, trailer	SP	Y	SP	SP
Rental, boat, fishing gear	SP	SP	SP	SP
Restaurant, < 5 K sq. ft. GFA	SP	SP	SP	SP
Restaurant, 5 K sq. ft. or > GFA	SP	SP	SP	SP
Retail Sales/Service, Minor Small scale , 5 K sq. GFA	SP	SP	Y	Y
Resort and Conference Center	SP	SP	SP	SP
Service and Repair, non-automotive (carpentry, electrical, plumbing, etc.)	SP	Y	Y	Y
Spa Resort	SP	X	Y	SP
Studio, Artist Dance, Photography	SP	SP	SP	SP
INDUSTRIAL				
Concrete batching plant	X	Y	X	X
Warehousing, Rental, & Bulk Storage	X	Y	X	X
Wastewater Treatment Facility	SP	SP	SP	SP
Wastewater Effluent disposal	SP	SP	SP	SP
Wind, Solar , Energy Facility	SP	SP	SP	SP
GOVERNMENTAL, CULTURAL, INSTITUTIONAL				
Conservation, open space land	Y	X	Y	Y
Municipal Use	SP	SP	SP	SP
Museum	SP	SP	SP	SP
Public use, other	Y	Y	Y	Y
Recreation, passive	Y	X	Y	Y
ACCESSORY USE TABLE				
RESIDENTIAL				
Apartment, AFFORDABLE Accessory	Y	X	Y	Y
Apartment located above permitted commercial use, provided no more than 50% floor area of total structure	SP	X	Y	Y
Automated banking (ATM) interior ,exterior or freestanding	SP	SP	SP	SP
Bed and Breakfast	Y	SP	SP	SP
Family daycare, licensed per G. L. c. 15D, §1A.	SP	X	SP	SP
Farm stand, non-exempt per G. L. c. 40A, §3Y	SP	SP	SP	SP
Home Occupation, SP in any district where not X	SP	SP	SP	SP

Passed required 2/3rds vote declared by Moderator
Count: 249 Yes 26 No

Article 24. A motion was made and seconded by the Board of Selectmen to appropriate and transfer, pursuant to the provisions of G.L. C44B (6) from the FY18 estimated community preservation revenues to reserves in the following amounts: **\$77,010** open space purposes, **\$77,010** historic preservation purposes **\$77,010** affordable housing purposes, **\$77,010** active recreation purposes and **\$462,884**, to the FY18 Community Preservation budgeted reserve for appropriation for a total of **\$770,924** as recommended by the Community Preservation Committee.

Passed – majority vote as declared by Moderator
Count: 259 Yes 14 No

Article 25. A motion was made and seconded by the Board of Selectmen to transfer and appropriate **\$38,000** from the Community Preservation Undesignated Fund Balance as allowed by law to cover administrative support expenses.

Passed – majority voice vote as declared by Moderator

Article 26. A motion was made and seconded by the Board of Selectmen to transfer from FY18 CPA Receipts **\$425,250** from Community Preservation Undesignated Fund Balance for the purpose of paying debt payments for the following land acquisitions: Dyer Prince (Harris) Land Purchase **\$350,000** and the Aschettino Land Purchase **\$75,250**.

Passed – majority voice vote as declared by Moderator

Article 27. A motion was made and seconded by the Board of Selectmen to authorize expanding the allowable use of the balance of previously allocated Community Preservation Funds in the amount of \$359,016 to the Affordable Housing Trust to be used to fund additional affordable housing program options in addition to the Rental Subsidy Program.

Passed – majority vote as declared by Moderator
Count: 248 Yes 33 No

Article 28. A motion was made and seconded by the Board of Selectmen to transfer \$166,000 from the Community Preservation Affordable Housing Reserve and \$134,000 from the Community Preservation Undesignated Fund Balance for a total of \$300,000 to Pennrose Properties LLC to assist in funding the construction of the "Campbell-Purcell Community Housing Development", a 65-unit affordable rental housing development on town owned land, located at 4300 State Highway, Eastham, MA., and pursuant to a grant agreement as required under G.L. c.44B and that shall be on such terms and conditions as may be agreed to by the Board of Selectmen and that shall include a permanent affordable housing restriction enforceable by the Town for the affordable units (in the leasehold interest that is to be provided).

Passed – majority vote as declared by Moderator
Count: 240 Yes 40 No

Article 29. A motion was made and seconded by the Board of Selectmen to transfer \$11,500 from the Community Preservation Active Recreation Reserve to the Cape Cod Children's place to assist in funding the construction of a new playground at their facility located at 10 Ballwic Avenue, Eastham subject to a grant agreement between the Town of Eastham and the Children's Place.

Passed – majority vote as declared by Moderator
Count: 272 Yes 13 No

Article 30. A motion was made and seconded by the Board of Selectmen to transfer **\$100,000** from Community Preservation Undesignated Fund Balance to Cape Cod Village Inc. to assist in funding the construction of an affordable housing facility that will provide permanent housing to adults with Autism to be located in the Town of Orleans at 19 Childs Homestead Road (Map 25 Parcel 74) and to authorize the Board of Selectmen to acquire an affordable housing restriction on said property.

Passed – majority vote as declared by Moderator
Count: 259 Yes 20 No

Article 31. A motion was made and seconded by the Board of Selectmen that Article 31 be indefinitely postponed.

Passed – majority voice vote as declared by Moderator

Article 32. A motion was made and seconded by the Board of Selectmen to accept, a permanent easement on Cole road as shown on a plan entitled “Plan of Land Showing Permanent and Temporary Construction Easements on Cole Road & Cranberry Lane Extension in Eastham Massachusetts,” Scale: 1”=10’, dated October 21, 2016, prepared by Chappell Engineering Associates, LLC of Marlborough MA, on file with the office of the Town Clerk, and further to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, the easement to use for all purposes for which public ways are used in the Town of Eastham and all related easements thereto.

Passed – majority vote as declared by Moderator
Count: 265 Yes 12 No

Article 33. A motion was made and seconded by the Nauset Regional School Committee to approve the **\$1,300,000** borrowing authorized by the Nauset Regional School District, for the purpose of paying costs of a feasibility study for the Nauset Regional High School, 100 Cable Road, N. Eastham, MA 02651, including the payment of all costs incidental and related thereto (the "Study"), and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School Committee. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Study costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District and its member municipalities. Any grant that the District may receive from the MSBA for the Study shall be as set forth in the Feasibility Study Agreement that may be executed between the District and the MSBA; and further this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable share of the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C(Proposition 2 ½).

Passed – majority vote as declared by Moderator
Count: 261 Yes 12 No

Article 34. Non-Binding Resolution of the Town

Petitioner Diane Ashley made a motion, which was seconded, that the town direct the Town's government to communicate with Governor Baker to employ all means available to ensure spent nuclear fuel generated by Pilgrim Nuclear Power Station is placed in secure dry casks as specified in Article 34 of the warrant which reads as follows:

To protect public health and safety, move spent fuel at Pilgrim Nuclear PowerStation to secure dry casks as soon as possible.

Whereas, the original design for the Pilgrim Nuclear PowerStation (PNPS) spent fuel pool was for 880 assemblies and now holds over 2,822 densely racked and tightly packed assemblies, and;

Whereas, the PNPS spent fuel pool holds over 11 times the amount of cesium released at Chernobyl, and;

Whereas, the MA Attorney General Office 2006 report cited that an accident at PNPS could result in 24,000 latent cancers, \$488 billion in damages, and contamination of hundreds of miles downwind, and;

Whereas, 885 Boraflex panels, which prevent criticality and fire, will be susceptible to unacceptable levels of deterioration by September, 2017, and;

Whereas, the PNPS spent fuel pools are vulnerable to terrorist and cyber attack, and;

Whereas, citizens of the Town of Eastham find this to be an unacceptable threat to their health and safety and must be resolved in the most timely manner.

Therefore, the people of the Town of Eastham direct the town's government to communicate with Governor Baker to employ all means available to ensure spent nuclear fuel generated by the Pilgrim Nuclear Power Station be placed in secure dry casks as soon as technically feasible and consistent with the highest standards, ready to be moved to a permanent federal facility when available in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors.

Passed – majority vote as declared by Moderator
Count: 267 Yes 15 No

Article 35. Non-binding Resolution of the Town

Petitioner L. Michael Hagar made a motion, which was seconded, that the town request the Eastham Board of Selectmen to authorize all town officials to refrain from using town funds and other resources to enforce federal immigration law unless presented with a criminal warrant or other evidence of probable cause, as specified in Article 35 of the warrant, and further, that the town request the Board of Selectmen to protect the civil liberties and human rights of all Eastham residents and visitors as specified in Article 35 of the warrant.

After considerable debate a motion was made and seconded to call the question.
Motion passed required 2/3rds vote to end debate as declared by Moderator
Count: 246 Yes 17 No

Main motion passed majority vote as declared by Moderator
Count: 168 Yes 97 No

Article 36. A motion was made and seconded by the Board of Selectmen that the town vote accept the published reports of the Town officers as printed and made available to the public in the 2016 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

Passed – unanimous voice vote declared by Moderator

There were 294 voters present at the close of Town Meeting out of a possible 4,157. This was the third time electronic voting was implemented. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 9:10 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:

A handwritten signature in blue ink, appearing to read "Susanne Fischer".

Susanne Fischer
Town Clerk

PROCLAMATION SUICIDE PREVENTION AWARENESS WEEK

WHEREAS, in the United States, one person dies by suicide every 12 minutes; and 117 people die by suicide each day; and

WHEREAS, 20 veterans die by suicide each day; and

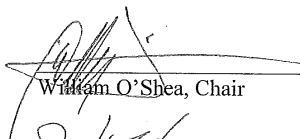
WHEREAS, suicide is the second leading cause of death for Massachusetts residents ages 15-44 and the suicide rate on the Cape and Islands is 1.4 times higher than the State average; and

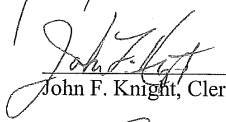
WHEREAS, suicide is a tragic and disruptive event for families and communities ~ it is estimated that annually, there are 6.3 million suicide loss survivors who have lost a loved one to suicide; and

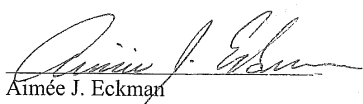
WHEREAS, suicide is a public health issue and a community concern, and through increased education and awareness of the issue a great number of suicides can be prevented;

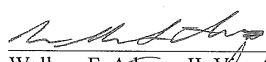
THEREFORE, we do hereby officially designate the week of September 10 - 16, 2017 as “**SUICIDE PREVENTION AWARENESS WEEK**” in Eastham, MA.

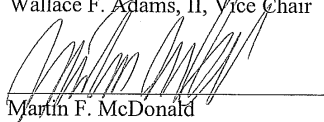
IN WITNESS THEREOF, the Eastham Board of Selectmen have hereunto set our hands and caused the Official Seal of the town of Eastham in Massachusetts to be affixed this 21st day of August in the year 2017.


William O'Shea, Chair


John F. Knight, Clerk


Aimée J. Eckman


Wallace F. Adams, II, Vice Chair


Martin F. McDonald

**Eastham Annual Town Election
May 16, 2017**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and questions on the warrant. The results are as follows:

Moderator

Three-year term	Vote for one
Steven J. Cole	702
Blanks	131
Write-ins	<u>13</u>
Total	846

Selectman

Three-year term	Vote for two
Linda S. Burt	350
Aimee J. Eckman	440
Michael P. Guzowski	144
Martin F. McDonald	369
Alexander G. Cestaro	251
Blanks	132
Write-Ins	<u>6</u>
Total	1692

Town Clerk

Three-year term	Vote for one
Susanne C. Fischer	715
Blanks	126
Write-ins	<u>5</u>
Total	846

Elementary School Committee

Three-year term	Vote for two
Joanne M. Irish	659
Judy M. Lindahl	650
Blanks	383
Write-Ins	<u>0</u>
Total	1692

Housing Authority

Five-year term	Vote for one
Mary Beth O'Shea	695
Blanks	147
Write-Ins	<u>4</u>
Total	846

Library Trustee

Three-year term	Vote for two
Mary M. Shaw	672
Ignatius Alfano	644
Blanks	373
Write-Ins	<u>3</u>
Total	1692

Question #1

Shall the Town of Eastham be allowed to exempt from the provisions on proposition two and one half so called, the amounts required to pay for the bonds issued, in order to pay the Town's share of cost for the demolition and site restoration of the Tri-Town Septage Treatment Plant in Orleans, MA., and other related costs incidental and related thereto?

Yes	679
No	136
Blanks	<u>31</u>
Total	846

Question #2

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the interest and principal on borrowing authorized by the Nauset Regional School District, for the purpose of paying costs of a feasibility study for the Nauset Regional High School, 100 Cable Road N. Eastham, MA 02651 including the payment of all costs incidental and related thereto?

Yes	637
No	176
Blanks	<u>33</u>
Total	846

Question #3

Non-Binding Public Advisory Question: To protect public health and safety, move spent fuel at Pilgrim Nuclear Power Station to secure dry casks as soon as possible.

Whereas, the original design for the Pilgrim Nuclear PowerStation (PNPS) spent fuel pool was for 880 assemblies and now holds over 2,822 densely racked and tightly packed assemblies, and;

Whereas, the PNPS spent fuel pool holds over 11 times the amount of cesium released at Chernobyl, and;

Whereas, the MA Attorney General Office 2006 report cited an accident at PNPS could result in 24,000 latent cancers, \$488 billion in damages, and contamination of hundreds of miles downwind, and;

Whereas, 885 Boraflex panels, which prevent criticality and fire, will be susceptible to unacceptable levels of deterioration by September, 2017, and;

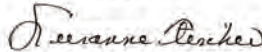
Whereas, the PNPS spent fuel pool is vulnerable to terrorist and cyber-attack, and;

Whereas, citizens of the Town of Eastham find this to be an unacceptable threat to our health and safety and must be resolved in the most timely manner.

Therefore, Should the people of the Town of Eastham direct the town's government to communicate with Governor Baker to employ all means available to ensure spent nuclear fuel generated by the Pilgrim Nuclear Power Station be placed in secure dry casks as soon as technically feasible and consistent with the highest standards, ready to be moved to a permanent federal facility when available in order to protect the health, welfare, and economic interests of the Town of Eastham and its inhabitants and visitors?

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The results were read and posted by the Deputy Warden, James Thomas. There were 4155 voters registered for this election with 846 (20.0) percent) casting their ballots.

A True Copy Attest



Susanne Fischer
Town Clerk

	Yes	705
	No	92
	Blanks	49
Total		846

**TOWN OF EASTHAM
SPECIAL TOWN MEETING WARRANT**

**AND FINANCE COMMITTEE REPORT AND
RECOMMENDATIONS
7:00 P.M.**

OCTOBER 23, 2017

NAUSET REGIONAL HIGH SCHOOL AUDITORIUM

**EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT
OR ON TAPE, PLEASE CALL 508 240-5900.**

**Also available on the town website
www.eastham-ma.gov**

Please bring this warrant to Town Meeting

[illegible]

TOWN OF EASTHAM SPECIAL TOWN MEETING OCTOBER 23, 2017

**TOWN OF EASTHAM
SPECIAL TOWN MEETING WARRANT**

Commonwealth of Massachusetts
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham
In the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium Monday, the twenty-third day of October, Two Thousand and Seventeen, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant

TOWN OF EASTHAM SPECIAL TOWN MEETING OCTOBER 23, 2017

FINANCE COMMITTEE REPORT

The role of the Finance Committee varies from town to town based on the town charter. The Commonwealth of Massachusetts allows for a range of activities and responsibilities. The statutory requirement of a finance committee is to provide the citizens of the town recommendations on articles presented in the town warrant at the time of the annual town meeting. We are also reporting our recommendations to you at this Special Town Meeting.

Respectfully submitted,

Michael Hackworth, Chair
Russ French,
Arthur A. Autorino
Gerald Cerasale
John Knox
Fred Guidi
Peter Wade
Thomas Gardner

ARTICLE 1

To see if the Town will vote to transfer from free cash the sum of **\$250,000** to be deposited into the Stabilization Fund, established under Massachusetts General Laws, Chapter 40, Section 5B; or take any action relative thereto.

By Board of Selectmen

Summary:

This article seeks to appropriate and set aside money into a Stabilization Fund or savings account for the Town. Currently the fund has a low balance and the Board of Selectmen think it is prudent and are committed to increasing reserves for emergencies and future tax rate stabilization. In order to spend the money in this reserve fund Town Meeting must authorize the expenditure by a two-thirds vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION:

(Majority vote required)

ARTICLE 2

To see if the Town will vote to accept Mass General Laws Chapter 59 section 5K, to establish a property tax work-off program for residents over 60, or take any action relative thereto.

By Board of Selectmen

Summary:

Accepting this State Law will allow the Board of Selectmen to create a Senior Tax Work-off Program. Under this program, participating tax-payers volunteer their services to the Town in exchange for a reduction in their tax bills. There will be specific qualifying guidelines and restricted number of positions available for this program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION:

(Majority vote required)

ARTICLE 3

To see if the Town will vote to raise and appropriate or transfer from available funds, \$66,865 to fund four new positions in the Fire Department for the remainder of FY18. The cost of the four new positions to be offset in the first two years by a federal grant in the amount of 75 percent of the total cost and in the third year by 35 percent of the total cost, under the Staffing for Adequate Fire and Emergency Response (SAFER) grant program, contingent on the passage of a Proposition 2 ½ override vote; or to take any other action relative thereto.

By Board of Selectmen

Summary:

The Town was advised on July 21 that it has been awarded the federal SAFER grant. The grant would allow us to add an additional 4 firefighter/EMTs to the current roster. The grant covers a three-year period. The first two years the grant pays 75% of the cost of the hires and the Town absorbs 25%, and the third year the grant pays 35% and the Town 65%. From year four on, we must absorb 100% of the cost. We are asking for the increase in levy capacity to pay the additional costs not covered by the grant as well as to sustain these new

firefighter/EMT's from the fourth year on when the grant has ended. If this article and the ballot question do not pass, we will refuse the grant and not hire the additional staff. If it is approved, we will hire the new employees in January of 2018.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION:

(Majority vote required)

ARTICLE 4

To see if the Town will vote to amend the Town of Eastham's Zoning By-laws by adding a new Section XXIII, **TEMPORARY MORATORIUM ON RECREATIONAL MARIJUANA ESTABLISHMENTS**, that would provide as follows, and further to amend the Table of Contents to add Section XXIII, "Temporary Moratorium on Recreational Marijuana Establishments:"

A. PURPOSE

On November 8, 2016, the voters of the Commonwealth approved a law regulating the cultivation, processing, distribution, possession and use of marijuana for recreational purposes (new G.L. c. 94G, Regulation of the Use and Distribution of Marijuana Not Medically Prescribed). The law, which allows certain personal use and possession of marijuana, took effect on December 15, 2016 and (as amended on December 30, 2016 by Chapter 351 of the Acts of 2016 and thereafter, on July 28, 2017 by Chapter 55 of the Acts of 2017) requires a Cannabis Control Commission to issue regulations regarding the licensing of commercial activities by March 15, 2018 and to begin accepting applications for licenses no later than April 1, 2018. Currently under the Zoning By-laws, a non-medical Marijuana Establishment (hereinafter, a "Recreational Marijuana Establishment"), as defined in G.L. c. 94G, §1, is not specifically addressed in the Zoning By-laws. Regulations to be promulgated by the Cannabis Control Commission may provide guidance on certain aspects of local regulation of Recreational Marijuana Establishments. The regulation of recreational marijuana raises novel legal, planning, and public safety issues, and the Town needs time to study and consider the regulation of Recreational Marijuana Establishments and address such issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning By-laws regarding regulation of Recreational Marijuana Establishments. The Town intends to adopt a temporary moratorium on the use of land and structures in the Town for Recreational Marijuana Establishments so as to allow sufficient time to address the effects of such structures and uses in the Town and to enact By-laws in a consistent manner.

B. DEFINITION

"Recreational Marijuana Establishment" shall mean a "marijuana cultivator, independent testing laboratory, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business."

C. TEMPORARY MORATORIUM

For the reasons set forth above and notwithstanding any other provision of the Zoning By-laws to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a Recreational Marijuana Establishment and other uses related to recreational marijuana. The moratorium shall be in effect through December 31, 2018. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, and to consider the Cannabis Control Commission regulations regarding Recreational Marijuana Establishments, and shall consider adopting new Zoning By-laws in response to these new issues.

Or take any action relative thereto.

By Board of Selectmen

Summary:

We have been advised by Town Counsel that since the Town voted in favor of legalizing marijuana at the last election, we need to be prepared for the establishment of retail activity involving the sale of marijuana products. Currently we have no bylaws that would regulate these establishments or limit their development to certain zoning areas. The moratorium, that will coincide with the commercial development moratorium, will allow the Town time to develop and propose bylaws for the Annual Town Meeting in 2018.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION:

(Two-thirds vote required)

ARTICLE 5

By Petition

To see if the Town will raise and appropriate Two Hundred Thousand Dollars (\$200,000) for the purpose of funding the engineering study needed to obtain permits to dredge Nauset Estuary or to take any other action relative thereto.

By Petition

Summary: (Also by Petitioner)

The amount of sediment that has filled into Nauset Estuary is impacting safe navigation. The last time the Town dredged in Nauset was 1924. The policy to abandon this method of maintaining the Nauset waterway has created a risk for rescue to all boaters. This is unnecessary. This appropriation will be an equal match to the Town of Orleans in order to fund the acquisition of the required State and Federal permits.

BOARD OF SELECTMEN RECOMMENDATION: 0-5

FINANCE COMMITTEE RECOMMENDATION:

(Majority vote required)

REMINDER!!

**PLEASE DON'T FORGET THE SPECIAL ELECTION TOMORROW AT TOWN HALL,
2500 STATE HIGHWAY, TO VOTE ON THE BALLOT QUESTIONS.**

POLLS OPEN 12:00 P.M. AND CLOSE AT 8:00 P.M.

PROCEDURES FOR TOWN MEETING

In accordance with Section C2-8. B of the Eastham Town Charter, the following procedures will be followed:

1. A registered voter wishing to speak at Town Meeting shall proceed to one of the microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. Persons making articles and demonstrations are exceptions to this rule.
2. Non-voters who wish to address Town Meeting and have identified themselves in advance to the Moderator may only speak if permitted by majority consent of voters.
3. Registered voters will be seated first. Additional seating for non-voters may be available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. **Voters who sit in the Non-Voter Section cannot vote.**
4. Discussion on each article shall terminate when no one wishes to speak or the discussion becomes redundant in the opinion of the Moderator or a motion to call the question is approved.
5. Votes may be taken by voice (Majority to be determined by the Moderator), by a show of hands or by electronic devices. Articles requiring a 2/3 vote will be by hand count or electronic device count, at the Moderator's discretion, unless unanimous. If seven Town Meeting members question a voice vote, the Moderator may then choose an alternative counting method.
6. An article may be reconsidered on the same day, no more than sixty (60) minutes from the time the vote on such article is declared by the Moderator. The Town Clerk's minutes shall record such times.
7. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, is the Eastham Town Meeting parliamentary handbook.

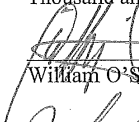
The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters.
Persons with handouts of any nature must be outside the building or in a designated area.

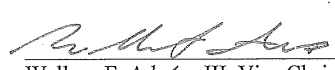
**PLEASE BE COURTEOUS
ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.**

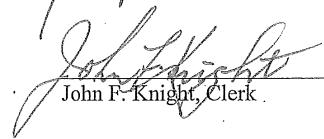
You are directed to serve this WARRANT by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

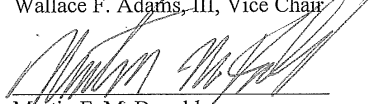
Hereof, fail not and make due return of this WARRANT and your doings thereon to the Town Clerk at the time and place of holding said meeting.

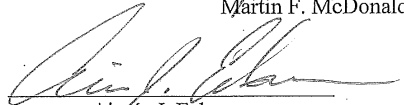
Given under our hands and seals this 6th day of October in the year of our Lord, Two Thousand and Seventeen.


William O'Shea, Chair


Wallace F. Adams, III, Vice Chair


John F. Knight, Clerk


Martin F. McDonald

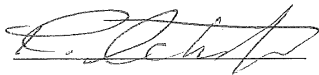

Aimée J. Eckman

BOARD OF SELECTMEN

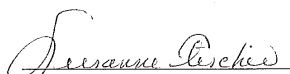
Greetings:

In a pursuance of conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before the time of said meeting.

Constable



A True Copy Attest:


Susanne Fischer, Town Clerk

PROCLAMATION SUICIDE PREVENTION AWARENESS WEEK

WHEREAS, in the United States, one person dies by suicide every 12 minutes; and 117 people die by suicide each day; and

WHEREAS, 20 veterans die by suicide each day; and

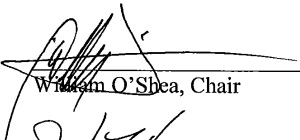
WHEREAS, suicide is the second leading cause of death for Massachusetts residents ages 15-44 and the suicide rate on the Cape and Islands is 1.4 times higher than the State average; and

WHEREAS, suicide is a tragic and disruptive event for families and communities ~ it is estimated that annually, there are 6.3 million suicide loss survivors who have lost a loved one to suicide; and

WHEREAS, suicide is a public health issue and a community concern, and through increased education and awareness of the issue a great number of suicides can be prevented;

THEREFORE, we do hereby officially designate the week of September 10 - 16, 2017 as “**SUICIDE PREVENTION AWARENESS WEEK**” in Eastham, MA.

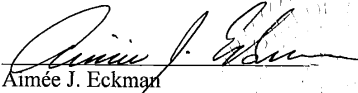
IN WITNESS THEREOF, the Eastham Board of Selectmen have hereunto set our hands and caused the Official Seal of the town of Eastham in Massachusetts to be affixed this 21st day of August in the year 2017.



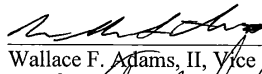
William O'Shea, Chair



John F. Knight, Clerk



Aimée J. Eckman



Wallace F. Adams, II, Vice Chair



Martin F. McDonald

Minutes for the Special Town Meeting held October 23, 2017

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:05 p.m. with a quorum of 212 voters present. The Moderator read the call of Town Meeting.

Article 1. A motion was made and seconded by the Board of Selectmen to transfer \$250,000 from free cash to the Stabilization Trust Fund.

Passed – unanimous vote declared by Moderator

Article 2. A motion was made and seconded by the Board of Selectmen to accept Mass General Laws Chapter 59 Section 5K to establish a property tax work-off program for residents over 60.

Passed – majority vote declared by Moderator

Article 3. A motion was made and seconded by the Board of Selectmen to transfer \$66,865 from free cash to the Fire Salary account to fund four new positions in the Fire Department for the remainder of FY2018, the cost of the four new positions to be offset in the first two years by a federal grant in the amount of 75% of the total cost of salary and benefits, and in the third year by 35% of the total cost of salary and benefits, under the Staffing for Adequate Fire and Emergency Response (SAFER) grant program, contingent on the passage of a Proposition 2 ½ override vote.

Passed – majority vote declared by Moderator

Article 4. A motion was made and seconded by the Board of Selectmen to amend the Town's Zoning Bylaw by adding a new section XXIII, Temporary Moratorium on Recreational Marijuana Establishments, that would provide as follows, and further to amend the Table of Contents to add Section XXIII, "Temporary Moratorium on Recreational Marijuana Establishments:"

A. PURPOSE

On November 8, 2016, the voters of the Commonwealth approved a law regulating the cultivation, processing, distribution, possession and use of marijuana for recreational purposes (new G.L. c. 94G, Regulation of the Use and Distribution of Marijuana Not Medically Prescribed). The law, which allows certain personal use and possession of marijuana, took effect on December 15, 2016 and (as amended on December 30, 2016 by Chapter 351 of the Acts of 2016 and thereafter, on July 28, 2017 by Chapter 55 of the Acts of 2017) requires a Cannabis Control Commission to issue regulations regarding the licensing of commercial activities by March 15, 2018 and to begin accepting applications for licenses no later than April 1, 2018. Currently under the Zoning By-laws, a non-medical Marijuana Establishment (hereinafter, a "Recreational Marijuana Establishment"), as defined in G.L. c. 94G, Section 1, is not specifically addressed in the Zoning By-laws. Regulations to be promulgated by the Cannabis Control Commission may provide guidance on certain aspects of local regulation of Recreational Marijuana Establishments. The regulation of recreational marijuana raises novel legal, planning, and public safety issues, and the Town needs time to study and consider the regulation of Recreational Marijuana Establishments and address such issues, as well as to address the potential impact of the State regulations on local zoning and to undertake a planning process to consider amending the Zoning By-laws regarding regulation of Recreational Marijuana Establishments. The

Town intends to adopt a temporary moratorium on the use of land and structures in the Town for Recreational Marijuana Establishments so as to allow sufficient time to address the effects of such structures and uses in the Town and to enact By-laws in a consistent manner.

B. DEFINITION

“Recreational Marijuana Establishment” shall mean a “marijuana cultivator, independent testing laboratory, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business.”

C. TEMPORARY MORATORIUM

For the reasons set forth above and notwithstanding any other provision of the Zoning By-laws to the contrary, the Town hereby adopts a temporary moratorium on the use of land or structures for a Recreational Marijuana Establishment and other uses related to recreational marijuana. The moratorium shall be in effect through December 31, 2018. During the moratorium period, the Town shall undertake a planning process to address the potential impacts of recreational marijuana in the Town, and to consider the Cannabis Control Commission regulations regarding Recreational Marijuana Establishments, and shall consider adopting new Zoning By-laws in response to these new issues.

Passed required 2/3rds majority vote declared by Moderator
Count: 198 Yes 83 No

Article 5. A motion was made and seconded to raise and appropriate from fiscal year 2019 tax levy the sum of \$200,000 for the purpose of funding the engineering study needed to obtain permits to dredge the Nauset Estuary.

Passed – majority vote declared by Moderator
Count: 175 Yes 89 No

There were 298 voters present at the close of Town Meeting out of a possible 4236. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 8:30 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:



Susanne Fischer
Town Clerk

**Eastham Special Town Election
October 24, 2017**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following questions on the warrant. The special election took place from Noon to 8:00 p.m. in conjunction with the times required for the School District Election held also on October 24, 2017. The results are as follows:

Question #1

Shall the Town of Eastham be allowed to assess an additional \$366,000 in real estate and personal property taxes for the purpose of funding four new positions in the Fire Department, the cost of the four new positions to be offset in the first two years by a federal grant in the amount of 75 percent of the total cost and in the third year by 35 percent of the total cost, under the Staffing for Adequate Fire and Emergency Response (SAFER) grant program, for the fiscal year beginning July 1, 2017?

Yes	687
No	183
Blanks	<u>2</u>
Total	872

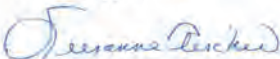
Question #2

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Cape Cod Regional Technical School District for the purpose of paying costs of designing, constructing, originally equipping and furnishing a new District High School to be located at 351 Pleasant Lake Avenue in Harwich, including the payment of all costs incidental or related thereto?

Yes	663
No	202
Blanks	<u>7</u>
Total	872

The polls opened at noon and closed at 8:00 p.m. The results were read and posted by the Warden, Shawn Shea. There were 4233 voters registered for this election with 872 (21 percent) casting their ballots.

A True Copy Attest



Susanne Fischer
Town Clerk

ELECTION WARRANT

The Commonwealth of Massachusetts

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Barnstable, ss.

To the registered voters of the Towns of Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet and Yarmouth,

GREETINGS:

You are hereby notified and warned that the inhabitants of the Towns of Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet and Yarmouth registered to vote in any of said Towns, said Towns being the member towns of the Cape Cod Regional Technical High School District, are to meet at their respective polling places, to wit,

In the TOWN OF BARNSTABLE, at the Barnstable-West Barnstable Elementary School, located at Route 6A, in Barnstable, at the Community Center in St. George's Greek Orthodox Church, located at Route 28, in Centerville, at the Senior Center, located at 825 Falmouth Rd., in Hyannis, at Our Lady of Victory Church Hall, located at South Main Street, in Centerville, at the Osterville Fire Station, located at 999 Main St, in Osterville, at the Gym of Christ Chapel, located at 2C Oak St., in Centerville, at the Freedom Hall, located at Main Street, in Cotuit, at the Hyannis Youth & Community Center/Rink, located at Bassett Lane, in Hyannis, at the West Barnstable Fire Station, located at 2160 Meetinghouse Way, in West Barnstable, and at the Barnstable United Elementary School, located at 730 Osterville-West Barnstable Road, in Marstons Mills, all in said Town, in the TOWN OF BREWSTER at the Brewster Baptist Church, located at 1848 Main Street in said Town, in the TOWN OF CHATHAM at the Chatham Community Center, located at 702 Main Street in said Town, in the TOWN OF DENNIS, at Carlton Hall, located at 1006 Old Bass River Road, Dennis, the Dennis Senior Center, located at 1045 Route 134, East Dennis, the Dennis Public Library, located at 5 Hall St., Dennisport, the 1867 West Dennis Graded School House, located at 67 School Street, West Dennis, and the Dennis Police Station, located at 90 Bob Crowell Road, South Dennis, all in said Town, in the TOWN OF EASTHAM at the Town Hall, located at 2500 State Highway in said Town, in the TOWN OF HARWICH at the Community Center Gymnasium, located at 100 Oak Street in said Town, in the TOWN OF MASHPEE at the Quashnet School, located at 150 Old Barnstable Road in said Town, in the TOWN OF ORLEANS at the Orleans Senior Center (Council on Aging), located at 150 Rock Harbor Road in said Town, in the TOWN OF PROVINCETOWN at the Provincetown Town Hall, located at 260 Commercial Street in said Town, in the TOWN OF TRURO at the Truro Community Center, located at 7 Standish Way, North Truro, in said Town, in the TOWN OF WELLFLEET at the Wellfleet Senior Center, located at 715 Old King's Highway in said Town, and in the TOWN OF YARMOUTH at the First Congregational Church of Yarmouth, located at 329

Main Street, Yarmouthport, Yarmouth Senior Center, located at 528 Forest Road, South Yarmouth, the Hearing Room, Town Hall, located at 1146 Route 28, South Yarmouth, the Cape & Islands Association of Realtors, located at 22 Mid-Tech Drive, West Yarmouth, and the Meeting House, located at Kings Way Route 6A, in Yarmouthport, all in said Town,

on Tuesday, October 24, 2017, at 12:00 o'clock noon, to vote by BALLOT on the following question:

"Do you approve of the vote of the Regional District School Committee of the Cape Cod Regional Technical High School District adopted on August 24, 2017, to authorize the borrowing of \$128,062,881 to pay costs of designing, constructing, originally equipping and furnishing a new District high school to be located at 351 Pleasant Lake Avenue, Harwich, which vote provides, in relevant part, as follows:

"VOTED: That the Cape Cod Regional Technical High School District (the "District") hereby appropriates the amount of \$128,062,881 for the purpose of paying costs of designing, constructing, originally equipping and furnishing a new District high school to be located at 351 Pleasant Lake Avenue, Harwich, including the payment of all costs incidental or related thereto (the "Project"), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the School Building Committee. To meet this appropriation the District is authorized to borrow said amount, under and pursuant to Chapter 71, Section 16(n) of the General Laws and the District Agreement, as amended, or pursuant to any other enabling authority. The District acknowledges that the MSBA's grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) forty-five and forty-five hundredths percent (45.45%) of eligible, approved Project costs, as determined by the MSBA, and (2) the total maximum grant amount determined by the MSBA, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA.

If the District were to receive an MSBA grant in the amount of 45.45% of eligible, approved Project costs, it is anticipated that the net principal amount of this debt allocable to each member town of the District, exclusive of interest, would be approximately as follows:

<u>Member Town</u>	<u>Approximate Amount</u>	<u>Member Town</u>	<u>Approximate Amount</u>
Barnstable	\$25,481,352	Mashpee	\$8,215,299
Brewster	5,987,422	Orleans	2,088,635
Chatham	1,392,424	Provincetown	696,212
Dennis	9,329,238	Truro	417,727
Eastham	2,088,635	Wellfleet	1,253,181
Harwich	10,721,662	Yarmouth	19,076,204

The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District's member towns for approval at a District-wide election to be held on October 24, 2017 in accordance with the provisions of Chapter 71, Section 16(n) of the General Laws and the District Agreement."

Yes _____ No _____

The polls will be open from 12:00 o'clock noon, to 8:00 o'clock in the evening.

The District Secretary is hereby directed to serve this Warrant by posting an attested copy thereof in at least one public place in each of the Towns of Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet and Yarmouth, and by publishing a copy thereof at least once in a newspaper of general circulation in the District, said posting and publication to occur at least ten days before the day of election as aforesaid.

The District Secretary shall make due return of this Warrant with his or her doings thereon to the District Secretary, on or before the day of the election aforesaid.

Given under our hands and the seal of the Cape Cod Regional Technical High School District this twenty-fourth day of August, 2017.

Anthony F. Trucio

Robert J. Delaney

Corey P. McVee

Maggie Hancock

Lee Culver

Y. T. Nguyen

Thomas Collins

Donald B. Baker

John Farnsworth

D. Wynn

Mark

Christine K. Greeley

Dan Blipfell

Steve Galuzzi

Ann M. Williams

Cape Cod Regional Technical High School
District School Committee

ELECTION WARRANT

The Commonwealth of Massachusetts

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Barnstable, ss.

To the registered voters of the Towns of Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet and Yarmouth,

GREETINGS:

You are hereby notified and warned that the inhabitants of the Towns of Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet and Yarmouth registered to vote in any of said Towns, said Towns being the member towns of the Cape Cod Regional Technical High School District, are to meet at their respective polling places, to wit,

In the TOWN OF BARNSTABLE, at the Barnstable-West Barnstable Elementary School, located at Route 6A, in Barnstable, at the Community Center in St. George's Greek Orthodox Church, located at Route 28, in Centerville, at the Senior Center, located at 825 Falmouth Rd., in Hyannis, at Our Lady of Victory Church Hall, located at South Main Street, in Centerville, at the Osterville Fire Station, located at 999 Main St, in Osterville, at the Gym of Christ Chapel, located at 2C Oak St., in Centerville, at the Freedom Hall, located at Main Street, in Cotuit, at the Hyannis Youth & Community Center/Rink, located at Bassett Lane, in Hyannis, at the West Barnstable Fire Station, located at 2160 Meetinghouse Way, in West Barnstable, and at the Barnstable United Elementary School, located at 730 Osterville-West Barnstable Road, in Marstons Mills, all in said Town, in the TOWN OF BREWSTER at the Brewster Baptist Church, located at 1848 Main Street in said Town, in the TOWN OF CHATHAM at the Chatham Community Center, located at 702 Main Street in said Town, in the TOWN OF DENNIS, at Carlton Hall, located at 1006 Old Bass River Road, Dennis, the Dennis Senior Center, located at 1045 Route 134, East Dennis, the Dennis Public Library, located at 5 Hall St., Dennisport, the 1867 West Dennis Graded School House, located at 67 School Street, West Dennis, and the Dennis Police Station, located at 90 Bob Crowell Road, South Dennis, all in said Town, in the TOWN OF EASTHAM at the Town Hall, located at 2500 State Highway in said Town, in the TOWN OF HARWICH at the Community Center Gymnasium, located at 100 Oak Street in said Town, in the TOWN OF MASHPEE at the Quashnet School, located at 150 Old Barnstable Road in said Town, in the TOWN OF ORLEANS at the Orleans Senior Center (Council on Aging), located at 150 Rock Harbor Road in said Town, in the TOWN OF PROVINCETOWN at the Provincetown Town Hall, located at 260 Commercial Street in said Town, in the TOWN OF TRURO at the Truro Community Center, located at 7 Standish Way, North Truro, in said Town, in the TOWN OF WELLFLEET at the Wellfleet Senior Center, located at 715 Old King's Highway in said Town, and in the TOWN OF YARMOUTH at the First Congregational Church of Yarmouth, located at 329

**District Election
Cape Cod Regional Technical High School District
October 24, 2017**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following question on the warrant. The School District Election took place from Noon to 8:00 p.m. in accordance with state law. The results are as follows:

Question:

Do you approve of the vote of the Regional District School Committee of the Cape Cod Regional Technical High School District adopted on August 24, 2017, to authorize the borrowing of \$128,062,881 to pay costs of designing, constructing, originally equipping and furnishing a new District high school to be located at 351 Pleasant Lake Avenue, Harwich, which vote provides, in relevant part, as follows:

“VOTED: That the Cape Cod Regional Technical High School District (the “District”) hereby appropriates the amount of \$128,062,881 for the purpose of paying costs of designing, constructing, originally equipping and furnishing a new District high school to be located at 351 Pleasant Lake Avenue, Harwich, including the payment of all costs incidental or related thereto (the “Project”), which school facility shall have an anticipated useful life as an educational facility for the instruction of school children of at least 50 years, and for which the District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at the direction of the School Building Committee. To meet this appropriation the District is authorized to borrow said amount, under and pursuant to Chapter 71, Section 16(n) of the General Laws and the District Agreement, as amended, or pursuant to any other enabling authority. The District acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District; provided further that any grant that the District may receive from the MSBA shall not exceed the lesser of (1) forty-five and forty-five hundredths percent (45.45%) of eligible, approved Project costs, as determined by the MSBA, and (2) the total maximum grant amount determined by the MSBA, and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA. If the District were to receive an MSBA grant in the amount of 45.45% of eligible, approved Project costs, it is anticipated that the net principal amount of this debt allocable to each member town of the District, exclusive of interest, would be approximately as follows:

Barnstable	\$25,481,352	Mashpee	\$8,215,299
Brewster	5,987,422	Orleans	2,088,635
Chatham	1,392,424	Provincetown	696,212
Dennis	9,329,238	Truro	417,727
Eastham	2,088,635	Wellfleet	1,253,181
Harwich	10,721,662	Yarmouth	19,076,204

The debt authorized by this vote of the Committee shall be submitted to the registered voters of the District's member towns for approval at a District-wide election to be held on October 24, 2017 in accordance with the provisions of Chapter 71, Section 16(n) of the General Laws and the District Agreement."

Yes	693
No	179
Blanks	<u>0</u>
Total	872

The polls opened at noon and closed at 8:00 p.m. The results were read and posted by the Warden, Shawn Shea. There were 4233 voters registered for this election with 872 (21 percent) casting their ballots.

A True Copy Attest



Susanne Fischer
Town Clerk

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

	UNCOLLECTED TAXES 6/30/2016	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2017
REAL ESTATE						
2015	\$ 33,155	\$ -	\$ 175	\$ 10,274	\$ 22,705	\$ -
2016	\$ 330,236	\$ -	\$ -	\$ 58,642	\$ 229,696	\$ 41,899
2017	\$ -	\$ 21,769,088	\$ 109,039	\$ -	\$ 21,333,758	\$ 326,291
COMMUNITY PRESERVATION ACT						
2015	\$ 506	\$ -	\$ -	\$ 268	\$ 237	\$ -
2016	\$ 8,899	\$ -	\$ -	\$ 1,759	\$ 6,133	\$ 1,007
2017	\$ -	\$ 652,828	\$ 3,271	\$ -	\$ 641,089	\$ 8,488
PERSONAL PROPERTY						
Prior Years	\$ 428	\$ -	\$ -	\$ -	\$ -	\$ 428
2007	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2010	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2011	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2012	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2013	\$ 29	\$ -	\$ -	\$ -	\$ 17	\$ 11
2014	\$ 126	\$ -	\$ 19	\$ -	\$ 95	\$ 13
2015	\$ 1,109	\$ -	\$ 97	\$ -	\$ 641	\$ 371
2016	\$ 3,607	\$ -	\$ 26	\$ -	\$ 3,450	\$ 130
2017	\$ -	\$ 215,332	\$ 87	\$ -	\$ 212,041	\$ 3,204

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED TAXES 6/30/2015	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2016
1995	\$ 143	\$ -	\$ -	\$ -	\$ 143
1996	\$ 189	\$ -	\$ -	\$ -	\$ 189
1997	\$ 234	\$ -	\$ -	\$ -	\$ 234
1998	\$ 221	\$ -	\$ -	\$ -	\$ 221
1999	\$ 357	\$ -	\$ -	\$ -	\$ 357
2000	\$ 548	\$ -	\$ -	\$ -	\$ 548
2001	\$ 2,149	\$ -	\$ -	\$ 39	\$ 2,110
2002	\$ 2,504	\$ -	\$ -	\$ -	\$ 2,504
2003	\$ 2,049	\$ -	\$ -	\$ -	\$ 2,049
2004	\$ 2,317	\$ -	\$ -	\$ -	\$ 2,317
2005	\$ 2,138	\$ -	\$ -	\$ -	\$ 2,138
2006	\$ 2,592	\$ -	\$ -	\$ -	\$ 2,592
2007	\$ 1,336	\$ -	\$ -	\$ -	\$ 1,336
2008	\$ 2,203	\$ -	\$ -	\$ 33	\$ 2,171
2009	\$ 2,458	\$ -	\$ -	\$ 56	\$ 2,402
2010	\$ 1,949	\$ -	\$ -	\$ 56	\$ 1,893
2011	\$ 1,938	\$ -	\$ -	\$ 35	\$ 1,903
2012	\$ 1,808	\$ -	\$ -	\$ -	\$ 1,808
2013	\$ 2,840	\$ -	\$ 15	\$ 272	\$ 2,554
2014	\$ 3,954	\$ -	\$ 324	\$ 146	\$ 3,483
2015	\$ 7,749	\$ -	\$ 43	\$ 4,235	\$ 3,470
2016	\$ 45,768	\$ 83,682	\$ 5,298	\$ 117,376	\$ 6,776

TREASURER'S CASH JUNE 30, 2017

Cash & Checks in Office	\$ 150
Non-Interest Bearing Checking Accounts	\$ -
Interest Bearing Checking Accounts	\$ 11,863,918
Liquid Investments	\$ -
Trust Funds	\$ 1,266,339
Total All Cash and Investments	<u>\$ 13,130,408</u>

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

TRUST FUNDS June 30, 2017

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON- EXPENDABLE</u>	<u>BALANCE 6/30/2017</u>
Timothy Smith Fund	\$ 126,992.05	\$ 50,000.00	\$ 176,992.05
Olde Wind Grist Mill	\$ 5,270.78	\$ 5,500.00	\$ 10,770.78
Town Hall Fund	\$ 2,962.03	\$ 1,400.00	\$ 4,362.03
World War I Memorial Fund	\$ 152.87	\$ 268.38	\$ 421.25
Maurice Wiley Scholarship Fund	\$ 3,816.71	\$ 2,040.00	\$ 5,856.71
Mercy Mines Cemetery Fund	\$ 836.29	\$ 50.00	\$ 886.29
Frank O. Daniels Cemetery Fund	\$ 61.01	\$ 50.00	\$ 111.01
Eastham Grange Educational Aid	\$ 12,256.98		\$ 12,256.98
Affordable Housing Trust	\$ 581,595.90		\$ 581,595.90
Stabilization	\$ 53,563.23		\$ 53,563.23
Law Enforcement Trust	\$ 1,139.51		\$ 1,139.51
OPEB Trust Fund	\$ 86,025.00		\$ 86,025.00
Library Trustees Interest Account	\$ 312,116.14		\$ 312,116.14
Library Trustees Memorial Fund	\$ 13,824.49	\$ 48,821.81	\$ 62,646.30
Eugenia & Andrew Merrill Memorial Fund	\$ 725.97	\$ 500.00	\$ 1,225.97
Robert C. Billings Memorial Fund	\$ 6,693.57	\$ 14,000.00	\$ 20,693.57
Thomas R. Cawley Memorial Fund	\$ 495.42	\$ 1,275.00	\$ 1,770.42
Gertrude D. Nason Memorial Fund	\$ 2,718.22	\$ 2,500.00	\$ 5,218.22
Gertrude P. Zollinger Memorial Fund	\$ 1,032.57	\$ 1,000.00	\$ 2,032.57
Robert W. Sparrow Memorial Fund	\$ 355.68	\$ 8,162.00	\$ 8,517.68
Capt. Cyrus H. Campbell Memorial Fund	\$ 684.74	\$ 1,000.00	\$ 1,684.74
Vivian Andrist Memorial Fund	\$ 187.98	\$ 2,290.00	\$ 2,477.98

EASTHAM VETERANS' SERVICES

To the Honorable Board of Selectmen and the citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for Calendar Year 2017. Our duties are categorized in two basic areas: Benefits and services.

Commonwealth Low-income Benefits:

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably-discharged veterans who establish need and worthiness and are residents of the Town of Eastham. During the year the town, through our office, extended benefits to qualified veterans totaling \$10,480 for housing, food, heat, medical and other related costs. The amount expended was reimbursed to the town by the commonwealth at a rate of 75 percent of total expenditures.

Federal Benefits and Services:

We assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. During the year, this office assisted in obtaining \$900,216.00 in cash payments for compensation and pensions for Eastham veterans and their dependents. These federal funds greatly reduced the demand on our local aid fund.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar which allows us to inform the town's veterans and widows regarding their available benefits.

We would especially like to thank the town administrator, and town accountant for their assistance and support throughout the year.

Contact Information:

Our service officers for the town are Wil Remillard and Shawney Carroll. We encourage all veterans and their dependents to utilize our services. We hold office hours for the Lower Cape at our office located at 100 Oak Street, Harwich, Tuesday, Wednesday and Thursday from 9:00 AM to 4:00 PM. The phone number is 508-430-7510. Veterans may also contact our main office in Hyannis five days per week at 508-778-8740.

In Service to Veterans,

Wilfred Remillard
Veterans Service Officer
Town of Eastham

Gregory J. Quilty
Director/Veterans Agent
Barnstable District

VISITOR'S TOURISM AND PROMOTION SERVICES BOARD

Our charge is to enhance and promote services for tourists which will also provide opportunities for our residents.

Band concerts on Monday nights continue to be our biggest events. Each Monday night during July and August we bring a different musical group to the Windmill Green. We feature different musical styles and groups for the many age groups in our audience. Many of the groups have performed for several years. We also strive to bring in new talent each season.

We held our second Christmas Carol Party on Windmill Green featuring entertainment from our high school musicians. Hot chocolate and goodies are served. This will hopefully become an annual event.

New holiday banners have been added this year. We will be replacing older banners as needed. Our holiday decorations on the Windmill Green have also been updated and more improvements are planned for the coming year.

Respectfully submitted,

Prudence Kerry, Chair
Bonnie Nuendel
Barbara Komins
Edward Atwood
Jim Russo

WATER MANAGEMENT COMMITTEE

The Water Management Committee is responsible for providing advice on issues related to our groundwater, wastewater and fresh water systems, including providing guidance for the development of comprehensive water supply and wastewater management plans. It is tasked with investigating relevant experiences in other communities, compiling a working library of information about water supply, wastewater management, pond quality protection practices, researching wastewater treatment methods and identifying the tasks and expertise needed to complete water and wastewater management plans and recommending which tasks can be completed by the board, town staff, Cape Cod Commission and/or consultants.

Development of wastewater planning: The committee reviewed the memoranda developed by the town's wastewater consultants with particular attention to the technologies recommended for mitigation of wastewater input into Town Cove and Salt Pond.

Minister/Schoolhouse Pond Remediation: The committee continued to pursue possibilities for remediation of Schoolhouse/Minister's pond and kept the abutters advised of the progress of the town's efforts. As the year drew to a close it appeared that work on curing the runoff from town property into the pond might begin in FY19 and that further analysis of water conditions, which could be undertaken in FY19, would be required to determine suitable remediation strategies.

Maintenance of a working library: The committee embarked on a complete revision and update of its webpage to assure its utility as a water reference resource

Distribution of Brochure "Keeping Eastham Ponds Healthy": The committee continued to distribute hundreds of copies of its January 2014 brochure explaining freshwater pond water-quality concerns and steps individuals can take to improve and protect the water quality.

Committee Membership Changes: Mike Guzowski and James Duarte left the committee in 2017. Mary Lou Roberts joined the committee.

Other: The committee continued to monitor other developments related to the development of drinking water and our wastewater planning such as the development of the 2017 watershed reports and developments at the town landfill. Committee members also participated in water sampling efforts.

Respectfully submitted,

Adele Blong, Chaira

ZONING BOARD OF APPEALS

The following information summarizes the activities of the Eastham Zoning Board of Appeals for 2017.

The Zoning Board of Appeals acted on 18 applications, distributed as follows:

Special Permits	13
Variances	3
Comprehensive Permits (40B)	2

In additional to its regular monthly meetings, the ZBA continued hearings and deliberations on the two Chapter 40B Affordable Housing Applications (Governor Prence Residences and the Purcell Community Housing Development) opened in 2016. As of this report the Governor Prence Comprehensive Permit Application was denied and the Purcell Community Housing Development Comprehensive Permit Application was approved. The Zoning Board of Appeals would like to thank all the members of the many other town boards and committees and citizens who have provided assistance to the ZBA in reviewing the two affordable housing proposals.

The Zoning Board of Appeals reached its goal of full membership with the addition of Robert Bruns as a seated member and Brian Ridgeway as an alternate. The addition of these two members will strengthen the ZBA's excellent team of concerned and talented Eastham residents who work to help shape the future of our community.

Respectfully submitted,

Robert J. Sheldon, Chair
Edward Schneiderhan, Vice-Chair
Joanne Verlinden, Clerk
Stephen L. Wasby
Ralph Holcomb
Robert Bruns
Brian Ridgeway

TOWN OF EASTHAM
Combined Balance Sheet-All Fund Types And Account Group

June 30, 2017

Governmental Fund Types				Fiduciary Fund Types		Account Group		Totals	
	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}			
Assets									
Cash	4,450,567.38	4,676,763.99	2,733,500.81	1,269,425.46				13,130,257.64	
Investments									
Property Taxes Receivable:									
Real Estate	368,189.31							368,189.31	
Personal Property	4,157.88							4,157.88	
Land Bank/CPC	9,474.79							9,474.79	
Reserved for Abatements/Exemptions	(108,003.05)							(108,003.05)	
Other Accounts Receivable:				165,345.91				165,345.91	
Motor Vehicle Excise Tax	82,450.06							82,450.06	
Other Excise	4,727.33							4,727.33	
Tax Liens	251,462.40	3,313.40						254,775.80	
Accounts Receivable								-	
Special Assessments		84,064.93						84,064.93	
Departmental (Ambulance)		467,095.64						467,095.64	
Intergovernmental								-	
Deferred Taxes									
Tax Foreclosures	58,928.12							58,928.12	
Amounts To Be Provided For									
Retirement Of Long Term									
Obligations					126,984,531.35			126,984,531.35	
Total Assets	5,121,954.22	5,231,237.96	2,733,500.81	1,434,771.37	126,984,531.35			141,505,995.71	

Liabilities and Fund Equity:									
General	Special Reven.	Capital Projects	Trust & Agency	General Long Term Obligation	{Memorandum Only}				
Accounts Payable Control	228,002.65								228,002.65
Warrants payable									-
Net Payroll Payable	157,290.82								157,290.82
Payroll Withholdings	188,870.89								188,870.89
Firearms Payable	2,262.50								2,262.50
Other Liabilities									-
Deferred Revenue Real Estate	264,344.14								264,344.14
Deferred Revenue Other	407,042.70	554,473.97	165,345.91						1,126,862.58
Landfill Closure and Postclosure Care Costs								342,940.37	342,940.37
Accrued Sick/vacation Liability								301,396.98	301,396.98
Leases Payable									-
Bond Anticipation Notes					541,000.00				541,000.00
Notes Payable-Current								39,904,176.00	39,904,176.00
Bonds Payable								86,436,018.00	86,436,018.00
Authorized & Unissued								126,984,531.35	129,493,164.93
Total Liabilities	1,247,813.70	554,473.97	165,345.91						
Fund Equity:									
Fund Balances:									
Reserved:									
Reserved for Encumbrances	561,757.04								561,757.04
Reserved for Special Articles	918,980.83	686,266.41							1,605,247.24
Reserved for Expenditures	715,500.00								715,500.00
Court Judgement	53,949.00								53,949.00
Reserved for Expend-Open Space		176,653.04							176,653.04
Reserved for Expend-Housing		89,862.03							89,862.03
Reserved for Expend-Historical		37,499.46							37,499.46
Reserved for Expend-Recreation		(260.00)							(260.00)
Unreserved:									
Undesignated/Unreserved	1,623,953.65	3,686,743.05	1,269,425.46	-					8,772,622.97
Total Fund Equity	3,874,140.52	4,676,763.99	1,269,425.46	-					12,012,830.78
Total Liabilities and Fund Equity	5,121,954.22	5,231,237.96	1,434,771.37	126,984,531.35					141,505,995.71

Net Funded Fixed Debt FY2017

	BALANCE 7/1/2016	RETIRED	ADDITIONS	BALANCE 6/30/2017
<u>Inside Debt Limit</u>				
PURCELL PROPERTY	\$ 190,000.00	\$ 45,000.00		\$ 145,000.00
ASCETTINO PROPERTY	\$ 270,000.00	\$ 65,000.00		\$ 205,000.00
TITLE V MWPAT	\$ 151,800.00	\$ 20,400.00		\$ 131,400.00
ELEMENTARY SCHOOL	\$ 4,080,000.00	\$ 650,000.00		\$ 3,430,000.00
MUNICIPAL WATER	\$ 1,840,000.00	\$ 395,000.00		\$ 1,445,000.00
LIBRARY	\$ 4,275,000.00	\$ 225,000.00		\$ 4,050,000.00
SRF - WATER	\$ 24,985,403.00	\$ 561,627.00		\$ 24,423,776.00
DYER PRINCE LAND			\$ 541,000.00	\$ 541,000.00
WATER			\$ 4,951,000.00	\$ 4,951,000.00
ROCK HARBOR DREDGE			\$ 582,000.00	\$ 582,000.00
TOTAL BONDS AUTHORIZED	\$ 35,792,203.00	\$ 1,962,027.00	\$ 6,074,000.00	\$ 39,904,176.00
TOTAL LONG TERM DEBT	\$ 35,792,203.00	\$ 1,962,027.00		\$ 39,904,176.00

REVENUE
JUNE 30, 2017

REVENUES

	General	Community Preservation	Municipal Water Supply	Library Building	Debt Service Fund	Nonmajor Governmental Funds	Total Revenue
Real Estate and Personal Property Taxes	21,833,617						21,833,617
Motor Vehicle and Other Excise Taxes	869,995						869,995
Hotel/Motel Tax	320,549						320,549
Tax Liens	21,885						21,885
Payments in Lieu of Taxes	8,324						8,324
Community Preservation Surcharges	-	647,454					647,454
Charges for Services	-						
Intergovernmental	1,321,870	164,620				576,428	576,428
Penalties and Interest on Taxes	97,518			866,383		812,922	3,165,795
Licenses and Permits	582,955						97,518
Fines and Forfeitures	37,392						582,955
Departmental and Other	2,028,815						37,392
Contributions						1,128,096	3,156,911
Investment Income	19,241	5,060				140,421	140,421
Total Revenues	27,142,161	817,134	-	866,975	592	2,664,851	31,491,121

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
JUNE 30, 2017

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>MODERATOR</u>					
SALARY	500.00		500.00	500.00	0.00
TOTAL MODERATOR	500.00		500.00	500.00	0.00
<u>SELECTMEN (ELECTED) SALARY</u>	12,500.00		12,500.00	7,500.00	5,000.00
ADMINISTRATION SALARY	391,514.35	35,000.00	426,514.35	424,192.43	2,321.92
ADMINISTRATION EXPENSE	16,100.00		16,100.00	13,994.70	2,105.30
ADMINISTRATION ENCUMBERED		1,630.00	1,630.00	83.69	1,546.31
TOTAL SPECIAL ARTICLES FOR FY2017	710,200.00		710,200.00	535,487.58	174,712.42
CONTINUING APPROPRIATIONS		1,272,666.34	1,272,666.34	360,886.87	911,779.47
LEGAL SERVICES EXPENSE	80,000.00	15,000.00	95,000.00	66,485.19	28,514.81
			0.00		
TOTAL SELECTMEN	1,210,314.35	1,324,296.34	2,534,610.69	1,408,630.46	1,125,980.23
<u>FINANCE COMMITTEE</u>					
RESERVE FUND	65,000.00	-38,688.00	26,312.00		26,312.00
TOTAL FINANCE COMMITTEE	65,000.00	-38,688.00	26,312.00	0.00	26,312.00
<u>ACCOUNTANT</u>					
SALARY	185,933.41	-20,000.00	165,933.41	131,811.02	34,122.39
EXPENSE	34,620.00		34,620.00	34,620.00	0.00
ENCUMBERED		3,500.00	3,500.00	3,500.00	0.00
TOTAL ACCOUNTANT	220,553.41	-16,500.00	204,053.41	169,931.02	34,122.39
<u>ASSESSORS</u>					
SALARY	191,395.48		191,395.48	171,390.96	20,004.52
EXPENSE	27,430.00		27,430.00	25,816.80	1,613.20
TOTAL ASSESSORS	218,825.48	0.00	218,825.48	197,207.76	21,617.72

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>TREASURER/COLLECTOR</u>					
SALARY	205,418.10		205,418.10	205,418.10	0.00
EXPENSE	7,970.00		7,970.00	5,456.36	2,513.64
ENCUMBERED		1,185.00	1,185.00	1,000.00	185.00
TAX TITLE/FORECLOSURE	7,000.00	4,300.00	11,300.00	11,217.08	82.92
BANK CHARGES	175,191.07		175,191.07	174,591.07	600.00
TOTAL TREAS/COLLECTOR	395,579.17	5,485.00	401,064.17	397,682.61	3,381.56
<u>DATA PROCESSING</u>					
SALARY	133,937.37	195.00	134,132.37	134,129.67	2.70
EXPENSE	165,829.00	25,000.00	190,829.00	188,106.03	2,722.97
TOTAL DATA PROCESSING	299,766.37	25,195.00	324,961.37	322,235.70	2,725.67
<u>CENTRAL PURCHASING</u>					
EXPENSE	103,205.90		103,205.90	103,161.75	44.15
TOTAL CENTRAL PURCHASING	103,205.90	0.00	103,205.90	103,161.75	44.15
<u>TOWN CLERK</u>					
SALARY-ELECTED	68,664.00		68,664.00	68,664.00	0.00
SALARY	104,389.81		104,389.81	104,385.03	4.78
EXPENSE	10,740.00		10,740.00	10,140.08	599.92
TOTAL TOWN CLERK	183,793.81	0.00	183,793.81	183,189.11	604.70
<u>NATURAL RESOURCES</u>					
SALARY	334,870.19	-5,513.00	329,357.19	287,229.60	42,127.59
EXPENSE	26,865.00		26,865.00	22,480.34	4,384.66
ENCUMBERED		84.73	84.73	84.73	0.00
TOTAL NATURAL RESOURCES	361,735.19	-5,428.27	356,306.92	309,794.67	46,512.25

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PLANNING					
SALARY	91,099.70	318.00	91,417.70	91,416.82	0.88
EXPENSE	2,915.00		2,915.00	1,756.67	1,158.33
TOTAL PLANNING	94,014.70	318.00	94,332.70	93,173.49	1,159.21
PUBLIC BUILDINGS/GROUNDS					
SALARY	155,867.80		155,867.80	154,016.73	1,851.07
EXPENSE	53,116.00		53,116.00	52,836.20	279.80
CAPITAL		34,688.00	34,688.00	15,098.00	19,590.00
ENCUMBERED		402.32	402.32	402.32	0.00
BULK FUEL	263,040.45		263,040.45	210,891.40	52,149.05
ENCUMBERED		10,061.86	10,061.86	10,061.86	0.00
TOTAL BUILDINGS/GROUNDS	472,024.25	45,152.18	517,176.43	443,306.51	73,869.92
ENGINEERING & CONSULTING					
EXPENSE	4,000.00	10,000.00	14,000.00	13,053.50	946.50
ENCUMBERED		1,215.00	1,215.00	1,215.00	0.00
TOTAL ENGINEERING & CONSULTING	4,000.00	11,215.00	15,215.00	14,268.50	946.50
POLICE					
SALARY	1,610,266.58		1,610,266.58	1,592,557.01	17,709.57
EXPENSE	130,195.00	-14,000.00	116,195.00	115,355.92	839.08
CAPITAL		14,000.00	14,000.00	13,655.12	344.88
ENCUMBERED		280.10	280.10	280.10	0.00
DISPATCHER SALARY	309,157.72		309,157.72	305,276.27	3,881.45
DISPATCHER EXPENSE	2,700.00		2,700.00	2,143.44	556.56
TOTAL POLICE	2,052,319.30	280.10	2,052,599.40	2,029,267.86	23,331.54
FIRE					
SALARY	1,759,497.10	45,000.00	1,804,497.10	1,794,442.30	10,054.80
EXPENSE	158,776.00		158,776.00	141,187.11	17,588.89
CAPITAL	272,065.00		272,065.00	272,063.84	1.16
ENCUMBERED		500.00	500.00	21.72	478.28
TOTAL FIRE	2,190,338.10	45,500.00	2,235,838.10	2,207,714.97	28,123.13

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	210,476.99		210,476.99	206,545.25	3,931.74
EXPENSE	4,935.00		4,935.00	4,461.70	473.30
TOTAL BUILDING INSPECTOR	215,411.99	0.00	215,411.99	211,006.95	4,405.04
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	100.00		100.00	0.00	100.00
TREE WARDEN					
EXPENSE	7,590.00		7,590.00	7,190.27	399.73
TOTAL TREE WARDEN	7,590.00		7,590.00	7,190.27	399.73
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,420,926.00		3,420,926.00	3,052,244.46	368,681.54
ELEMENTARY SCHOOL ENCUMBERED		243,384.66	243,384.66	243,342.52	42.14
ARTICLES CARRIED FORWARD		42,931.48	42,931.48	30,484.69	12,446.79
NAUSET OPERATING ASSESSMENTS	4,944,737.00		4,944,737.00	4,889,251.08	55,485.92
CAPE COD REGIONAL TECHNICAL HS	309,752.00		309,752.00	309,752.00	0.00
TOTAL EDUCATION	8,675,415.00	286,316.14	8,961,731.14	8,525,074.75	436,656.39
DPW					
SALARY	514,922.30		514,922.30	497,808.01	17,114.29
EXPENSE	155,587.00		155,587.00	106,992.47	48,594.53
CAPITAL	53,810.85		53,810.85	53,810.85	0.00
TOTAL DPW	724,320.15	0.00	724,320.15	658,611.33	65,708.82

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
SNOW AND ICE					
SALARY/EXPENSE	83,132.00	15,000.00	98,132.00	75,255.76	22,876.24
TOTAL SNOW AND ICE	83,132.00	15,000.00	98,132.00	75,255.76	22,876.24
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	5,627.20	1,972.80
ENCUMBERED		440.70	440.70	440.70	0.00
TOTAL STREETLIGHTING	7,600.00	440.70	8,040.70	6,067.90	1,972.80
COLLECTION/DISPOSAL					
SALARY	190,965.12		190,965.12	186,121.51	4,843.61
EXPENSE	600,022.60	14,000.00	614,022.60	530,926.80	83,095.80
ENCUMBERED		1,000.00	1,000.00		1,000.00
TOTAL COLLECTION/DISPOSAL	790,987.72	15,000.00	805,987.72	717,048.31	88,939.41
VETERANS					
GRAVE OFFICER	75.00		75.00	75.00	0.00
ASSESSMENT	20,237.00		20,237.00	20,236.10	0.90
BENEFITS	13,000.00		13,000.00	9,309.45	3,690.55
ENCUMBERED		600.00	600.00		600.00
TOTAL VETERANS	33,312.00	600.00	33,912.00	29,620.55	4,291.45
HEALTH					
SALARY	190,892.17		190,892.17	190,838.00	54.17
EXPENSE	24,620.00		24,620.00	19,405.03	5,214.97
ENCUMBERED		1,200.00	1,200.00	154.30	1,045.70
INSPECTION OF ANIMALS	250.00		250.00	245.25	4.75
TOTAL HEALTH	215,762.17	1,200.00	216,962.17	210,642.58	6,319.59

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>COUNCIL ON AGING/ADULT DAY CARE</u>					
SALARY	238,203.36		238,203.36	230,674.17	7,529.19
EXPENSE	20,807.00		20,807.00	17,024.90	3,782.10
<u>TOTAL COUNCIL ON AGING</u>	<u>259,010.36</u>	<u>0.00</u>	<u>259,010.36</u>	<u>247,699.07</u>	<u>11,311.29</u>
<u>HUMAN SERVICES</u>					
EXPENSE	68,980.00		68,980.00	68,980.00	0.00
<u>TOTAL HUMAN SERVICES</u>	<u>68,980.00</u>		<u>68,980.00</u>	<u>68,980.00</u>	<u>0.00</u>
<u>LIBRARY</u>					
SALARY	319,616.68	-21,010.00	298,606.68	276,490.99	22,115.69
EXPENSE	89,277.00	2,100.00	91,377.00	91,167.75	209.25
<u>TOTAL LIBRARY</u>	<u>408,893.68</u>	<u>-18,910.00</u>	<u>389,983.68</u>	<u>367,658.74</u>	<u>22,324.94</u>
<u>BEACH</u>					
SALARY	282,676.26		282,676.26	269,427.45	13,248.81
EXPENSE	67,670.00		67,670.00	62,029.53	5,640.47
<u>TOTAL BEACH</u>	<u>350,346.26</u>	<u>0.00</u>	<u>350,346.26</u>	<u>331,456.98</u>	<u>18,889.28</u>
<u>PRINCIPAL AND INTEREST</u>					
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	20,400.00	0.00
PURCELL LAND PRINCIPAL	45,000.00		45,000.00	45,000.00	0.00
INTEREST ON LONG TERM DEBT	916,881.64	63,910.00	980,791.64	982,624.97	-1,833.33
INTEREST EXPENSE	10,000.00		10,000.00	8,160.37	1,839.63
EASTHAM ELEMENTARY	410,000.00		410,000.00	410,000.00	0.00
MUNICIPAL WATER	395,000.00		395,000.00	395,000.00	0.00
MUNICIPAL WATER	561,627.00		561,627.00	561,627.00	0.00
LIBRARY	225,000.00		225,000.00	225,000.00	0.00
<u>TOTAL DEBT</u>	<u>2,583,908.64</u>	<u>63,910.00</u>	<u>2,647,818.64</u>	<u>2,647,812.34</u>	<u>6.30</u>

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY		235,041.00	235,041.00	235,041.00	0.00
STATE		290,478.00	290,478.00	330,921.00	-40,443.00
TOTAL COUNTY/STATE ASSESSMENTS	0.00	525,519.00	525,519.00	565,962.00	-40,443.00
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	10,673.14	2,826.86
RETIREMENT ASSESSMENT	1,438,962.00		1,438,962.00	1,438,962.00	0.00
UNEMPLOYMENT	20,000.00		20,000.00	18,300.03	1,699.97
HEALTH INSURANCE/MEDICARE TOWN	2,335,000.00	-76,000.00	2,259,000.00	2,250,007.72	8,992.28
TOWN INSURANCE PREMIUMS	331,900.00	-29,300.00	302,600.00	295,946.74	6,653.26
UNPAID BILL		11,453.40	11,453.40	11,453.40	0.00
TOTAL BENEFITS AND INSURANCE	4,139,362.00	-93,846.60	4,045,515.40	4,025,343.03	20,172.37
TRANSFERS TO OTHER FUNDS					
SPECIAL REVENUE FUNDS		136,000.00	136,000.00	136,000.00	0.00
TOTAL TRANSFERS	0.00	136,000.00	136,000.00	136,000.00	0.00
TOTAL BUDGET	26,436,102.00	2,328,054.59	28,764,156.59	26,711,494.97	2,052,661.62

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
December 31, 2017

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>MODERATOR</u>					
SALARY	500.00		500.00	0.00	500.00
TOTAL MODERATOR	500.00	0.00	500.00	0.00	500.00
<u>SELECTMEN</u>					
SELECTMEN (ELECTED) SALARY	12,500.00		12,500.00	6,250.00	6,250.00
ADMINISTRATION SALARY	346,338.00		346,338.00	145,739.66	200,598.34
ADMINISTRATION EXPENSE	16,100.00		16,100.00	7,682.00	8,418.00
TOTAL ARTICLES FOR FY2018	1,268,700.00		1,268,700.00	355,455.82	913,244.18
CONTINUING APPROPRIATIONS		600,674.83	600,674.83	132,190.30	468,484.53
LEGAL SERVICES EXPENSE	80,000.00		80,000.00	20,955.72	59,044.28
TOTAL SELECTMEN	1,723,638.00	600,674.83	2,324,312.83	668,273.50	1,656,039.33
<u>FINANCE COMMITTEE</u>					
RESERVE FUND	65,000.00		65,000.00		65,000.00
TOTAL FINANCE COMMITTEE	65,000.00	0.00	65,000.00	0.00	65,000.00
<u>ACCOUNTANT</u>					
SALARY	182,421.00	2,972.00	185,393.00	86,543.95	98,849.05
EXPENSE	34,570.00		34,570.00	26,165.00	8,405.00
ENCUMBERED		9,579.00	9,579.00		9,579.00
TOTAL ACCOUNTANT	216,991.00	12,551.00	229,542.00	112,708.95	116,833.05
<u>ASSESSORS</u>					
SALARY	174,993.00	1,362.00	176,355.00	77,641.76	98,713.24
EXPENSE	38,750.00		38,750.00	33,956.42	4,793.58
CAPITAL	6,897.00		6,897.00	6,897.00	0.00
TOTAL ASSESSORS	220,640.00	1,362.00	222,002.00	118,495.18	103,506.82

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>TREASURER/COLLECTOR</u>					
SALARY	207,251.00	6,907.00	214,158.00	115,937.38	98,220.62
EXPENSE	8,030.00		8,030.00	4,450.27	3,579.73
TAX TITLE/FORECLOSURE	7,000.00		7,000.00	0.00	7,000.00
BANK CHARGES	121,128.00		121,128.00	95,196.34	25,931.66
TOTAL TREASURER/COLLECTOR	343,409.00	6,907.00	350,316.00	215,583.99	134,722.01
<u>DATA PROCESSING</u>					
SALARY	137,192.00	2,047.00	139,239.00	53,867.19	85,371.81
EXPENSE	189,634.00		189,634.00	112,096.51	77,537.49
ENCUMBERED		2,700.00	2,700.00	793.33	1,906.67
TOTAL DATA PROCESSING	326,826.00	4,747.00	331,573.00	166,757.03	164,815.97
<u>CENTRAL PURCHASING</u>					
EXPENSE	112,000.00		112,000.00	37,354.15	74,645.85
TOTAL CENTRAL PURCHASING	112,000.00	0.00	112,000.00	37,354.15	74,645.85
<u>TOWN CLERK</u>					
SALARY-ELECTED	70,713.00		70,713.00	35,356.49	35,356.51
SALARY	105,391.00	673.00	106,064.00	49,744.88	56,319.12
EXPENSE	9,727.00		9,727.00	1,616.98	8,110.02
TOTAL TOWN CLERK	185,831.00	673.00	186,504.00	86,718.35	99,785.65
<u>NATURAL RESOURCES</u>					
SALARY	317,670.00	27,460.00	345,130.00	141,158.02	203,971.98
EXPENSE	27,165.00		27,165.00	4,977.80	22,187.20
ENCUMBERED		13.00	13.00	13.00	0.00
TOTAL NATURAL RESOURCES	344,835.00	27,473.00	372,308.00	146,148.82	226,159.18
<u>PLANNING</u>					
SALARY	93,376.00	3,927.00	97,303.00	39,829.67	57,473.33
EXPENSE	2,965.00		2,965.00	1,210.81	1,754.19
ENCUMBERED		21.56	21.56	21.56	0.00
TOTAL PLANNING	96,341.00	3,948.56	100,289.56	41,062.04	59,227.52

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	156,459.00	8,791.00	165,250.00	68,571.07	96,678.93
EXPENSE	77,120.00		77,120.00	43,670.79	33,449.21
CAPITAL		19,590.00	19,590.00	19,590.00	0.00
ENCUMBERED		202.64	202.64		0.00
BULK FUEL	263,041.00		263,041.00	80,965.65	182,075.35
BULK FUEL ENCUMBERED		10,027.24	10,027.24	9,645.67	381.57
TOTAL BUILDINGS/GROUNDS	496,620.00	38,610.88	535,230.88	222,645.82	312,585.06
ENGINEERING & CONSULTING					
EXPENSE	30,000.00		30,000.00	703.50	29,296.50
ENCUMBERED		946.50	946.50	946.50	0.00
TOTAL ENGINEERING & CONSULTING	30,000.00	946.50	30,946.50	1,650.00	29,296.50
POLICE					
SALARY	1,609,986.00	37,441.00	1,647,427.00	796,680.32	850,746.68
EXPENSE	158,894.00		158,894.00	115,869.42	43,024.58
CAPITAL	13,656.00		13,656.00		13,656.00
POLICE ENCUMBERED		17,950.00	17,950.00	450.00	17,500.00
DISPATCHER SALARY	316,398.00	49,381.00	365,779.00	172,556.45	193,222.55
DISPATCHER EXPENSE	2,700.00		2,700.00	439.68	2,260.32
TOTAL POLICE	2,101,634.00	104,772.00	2,206,406.00	1,085,995.87	1,120,410.13
FIRE					
SALARY	1,961,360.00	192,439.00	2,153,799.00	954,405.90	1,199,393.10
EXPENSE	139,189.00		139,189.00	72,769.50	66,419.50
CAPITAL	272,570.00		272,570.00	104,494.56	168,075.44
FIRE ENCUMBERED		8,963.15	8,963.15	1,963.15	7,000.00
TOTAL FIRE	2,373,119.00	201,402.15	2,574,521.15	1,133,633.11	1,440,888.04
BUILDING INSPECTOR					
SALARY	274,913.00	4,302.00	279,215.00	109,348.04	169,866.96
EXPENSE	4,435.00		4,435.00	1,705.37	2,729.63
CAPITAL	6,828.00		6,828.00	6,828.00	0.00
ENCUMBERED		200.00	200.00	200.00	0.00
TOTAL BUILDING INSPECTOR	286,176.00	4,502.00	290,678.00	118,081.41	172,596.59

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	100.00	0.00	100.00	0.00	100.00
TREE WARDEN					
EXPENSE	7,590.00		7,590.00	376.00	7,214.00
TOTAL TREE WARDEN	7,590.00	0.00	7,590.00	376.00	7,214.00
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,501,799.00		3,501,799.00	1,149,376.39	2,352,422.61
ELEMENTARY SCHOOL ENCUMBERED		366,657.24	366,657.24	365,959.64	697.60
NAUSET CAPITAL ENCUMBERED		67,932.71	67,932.71	6,529.51	61,403.20
NAUSET OPERATING ASSESSMENTS	4,669,661.00		4,669,661.00	2,334,830.50	2,334,830.50
NAUSET OPERATING CAPITAL	107,352.00		107,352.00	27,372.98	79,979.02
CAPE COD REGIONAL TECHNICAL HS	291,987.00		291,987.00	175,193.00	116,794.00
TOTAL EDUCATION	8,570,799.00	434,589.95	9,005,388.95	4,059,262.02	4,946,126.93
DPW					
SALARY	518,262.00	13,262.00	531,524.00	234,621.42	296,902.58
EXPENSE	169,587.00		169,587.00	58,916.11	110,670.89
CAPITAL	43,811.00		43,811.00	13,810.85	30,000.15
ENCUMBERED		20,000.00	20,000.00	16,400.80	3,599.20
TOTAL DPW	731,660.00	33,262.00	764,922.00	323,749.18	441,172.82
SNOW AND ICE					
SALARY/EXPENSE	83,132.00		83,132.00	363.00	82,769.00
TOTAL SNOW AND ICE	83,132.00	0.00	83,132.00	363.00	82,769.00
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	1,941.94	5,658.06
TOTAL STREETLIGHTING	7,600.00	0.00	7,600.00	1,941.94	5,658.06

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COLLECTION/DISPOSAL					
SALARY	191,181.00	5,949.00	197,130.00	102,721.40	94,408.60
EXPENSE	787,684.00		787,684.00	217,902.79	569,781.21
ENCUMBERED		35,400.00	35,400.00	35,400.00	0.00
TOTAL COLLECTION/DISPOSAL	978,865.00	41,349.00	1,020,214.00	356,024.19	664,189.81
VETERANS					
GRAVE OFFICER	75.00		75.00		75.00
ASSESSMENT	20,053.00		20,052.95	20,052.95	0.05
BENEFITS	9,000.00		9,000.00	6,328.23	2,671.77
ENCUMBERED		600.00	600.00	15.99	584.01
TOTAL VETERANS	29,128.00	600.00	29,728.00	26,397.17	3,330.83
HEALTH					
SALARY	191,552.00	3,378.00	194,930.00	93,499.77	101,430.23
EXPENSE	24,620.00		24,620.00	7,120.28	17,499.72
ENCUMBERED		974.00	974.00	402.13	571.87
INSPECTION OF ANIMALS	250.00		250.00		250.00
TOTAL HEALTH	216,422.00	4,352.00	220,774.00	101,022.18	119,751.82
COUNCIL ON AGING					
SALARY	221,656.00	8,665.00	230,321.00	122,590.67	107,730.33
EXPENSE	19,897.00		19,897.00	9,584.05	10,312.95
TOTAL COUNCIL ON AGING	241,553.00	8,665.00	250,218.00	132,174.72	118,043.28
HUMAN SERVICES					
EXPENSE	71,000.00		71,000.00	17,000.00	54,000.00
TOTAL HUMAN SERVICES	71,000.00	0.00	71,000.00	17,000.00	54,000.00
LIBRARY					
SALARY	301,772.00	15,268.00	317,040.00	150,304.61	166,735.39
EXPENSE	88,435.00		88,435.00	44,284.25	44,150.75
TOTAL LIBRARY	390,207.00	15,268.00	405,475.00	194,588.86	210,886.14

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJ/MTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BEACH					
SALARY	279,907.00	947.00	280,854.00	181,867.07	98,986.93
EXPENSE	85,952.00		85,952.00	44,848.65	41,103.35
TOTAL BEACH	365,859.00	947.00	366,806.00	226,715.72	140,090.28
<u>PRINCIPAL AND INTEREST</u>					
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	20,400.00	0.00
PURCELL LAND PRINCIPAL	45,000.00		45,000.00		45,000.00
ELEMENTARY SCHOOL	395,000.00			395,000.00	0.00
INTEREST ON LONG TERM DEBT	1,225,167.00		1,225,167.00	607,067.59	618,099.41
INTEREST EXPENSE	10,000.00		10,000.00		10,000.00
MUNICIPAL WATER	395,000.00		395,000.00		395,000.00
LIBRARY	225,000.00		225,000.00		225,000.00
SRF BONDS MUNICIPAL WATER	576,133.00		576,133.00		576,133.00
BAN MUNICIPAL WATER	118,647.00		118,647.00		118,647.00
ROCK HARBOR DREDGE	75,771.00		75,771.00		75,771.00
WATER BAN SHORT TERM	285,634.00		285,634.00		285,634.00
TOTAL DEBT	3,371,752.00	0.00	3,371,752.00	1,022,467.59	2,349,284.41
<u>ASSESSMENTS</u>					
COUNTY		237,220.00	237,220.00	118,610.00	118,610.00
STATE		385,746.00	385,746.00	160,745.00	225,001.00
TOTAL COUNTY/STATE ASSESSMENTS	0.00	622,966.00	622,966.00	279,355.00	343,611.00
<u>BENEFITS AND INSURANCE</u>					
EXPENSE	13,500.00		13,500.00	8,287.25	5,212.75
RETIREMENT ASSESSMENT	1,487,129.00		1,487,129.00		0.00
UNEMPLOYMENT	20,000.00		20,000.00	5,221.46	14,778.54
HEALTH INSURANCE/MEDICARE TOWN	2,520,000.00		2,520,000.00	1,221,344.04	1,298,655.96
TOWN INSURANCE PREMIUMS	365,900.00		365,900.00	298,960.87	66,939.13
OTHER JUDGEMENTS		270,000.00	270,000.00	350,000.00	-80,000.00
TOTAL BENEFITS AND INSURANCE	4,406,529.00	270,000.00	4,676,529.00	3,370,942.62	1,305,586.38
<u>TRANSFERS TO OTHER FUNDS</u>					
SPECIAL REVENUE		412,000.00	412,000.00	412,000.00	0.00
TOTAL TRANSFERS	0.00	412,000.00	412,000.00	412,000.00	0.00
TOTAL BUDGET	28,395,756.00	2,852,568.87	31,248,324.87	14,679,488.41	16,568,836.46

SALARIES/WAGES
Paid in FY 2017

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
SELECTMEN						
ADAMS, WALLACE	SELECTMAN	-				-
ECKMAN, AIMEE	SELECTMAN	-				-
GAWRON, ELIZABETH	SELECTMAN	2,500.00				2,500.00
KNIGHT, JOHN	SELECTMAN	2,500.00				2,500.00
MCDONAL, MARTIN	SELECTMAN	-				-
O'SHEA, WILLIAM	SELECTMAN	2,500.00				2,500.00
					TOTAL	\$7,500.00
MODERATOR						
COLE, STEVEN	MODERATOR	500.00				500.00
					TOTAL	\$500.00
ADMINISTRATION						
VANDERHOEF, SHEILA	TOWN ADMINISTRATOR	187,358.00				201,183.00
BEEBE, JACQUELINE	TOWN ADMINISTRATOR	89,653.35		3,600.00		89,953.35
LORENCO, MICHAEL	ASST TOWN ADMINISTRATOR	1,336.01				1,336.01
GILLESPIE-LEE, LAURA	ADMINISTRATIVE ASSISTANT	54,690.16				54,690.16
REIS, VICTORIA	ADMIN ASST/RECEPTIONIST	44,114.88				44,114.88
SHIPMAN, KARL	RECEPTIONIST/OFFICE ASST II	14,211.74				14,211.74
BURT, JESSICA	EES CUSTODIAN	19,383.57				19,383.57
HAWKO, THOMAS	COA DRIVER	47.81				47.81
LANGLOIS, L PAUL	ON-CALL VAN DRIVER	47.81				47.81
NAZARIAN, FRANCIS	COA VAN DRIVER	47.81				47.81
					TOTAL	\$425,016.14
ACCOUNTING OFFICE						
LORENCO, MICHAEL	FINANCE DIRECTOR	1,336.01				1,336.01
ROMMELMEYER, DIANE	TOWN ACCOUNTANT	61,160.64		325.00		61,485.64
SHAUGHNESSY, DIANE	ASSISTANT TOWN ACCOUNTANT	3,272.39				3,272.39
TILTON, TEENA	ASSISTANT TOWN ACCOUNTANT	47,241.30				47,241.30

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
WEEKS, CASSIDY	ACCOUNTING CLERK	20,080.08				20,080.08
ASSESSING OFFICE					TOTAL	\$133,415.42
DEBS, PATRICIA	FIELD APPRAISER/ ASSISTANT ASSESSOR	44,509.08				44,509.08
EYESTONE, BELINDA	PRINCIPAL ASSESSOR	81,545.19				81,545.19
LOVE, AMANDA	ASST TO THE ASSESSOR	48,327.96				48,327.96
TREASURER/TAX COLLECTOR					TOTAL	\$174,382.23
FINLAY, VICTORIA	PAYROLL BENEFITS CLERK	52,428.95		900.00		53,328.95
JOHNSON, SANDRA	ASST. TREASURER/ TAX COLLECTOR	55,248.71		750.00		55,998.71
PLANTE, JOAN	TREASURER/TAX COLLECTOR	92,916.08		2,250.00		95,166.08
DATA PROCESSING					TOTAL	\$204,493.74
BLOOD, CHRISTOPHER	ON-CALL MIS ASSISTANT	200.00				200.00
BURNS, WAYNE	ON-CALL VIDEOGRAPHER	4,993.75				4,993.75
CALIRI, MICHAEL	VIDEOGRAPHER	51,272.76				51,272.76
ROHMER, EDWARD	MIS DIRECTOR	84,752.94				84,752.94
TOWN CLERK'S OFFICE					TOTAL	\$141,219.45
FISCHER, SUSANNE	TOWN CLERK	68,664.00				68,664.00
NICHOLSON, CYNTHIA	ASSISTANT TOWN CLERK	50,835.96		750.00		51,585.96
O'SHEA, MARY BETH	ADMINISTRATIVE ASSISTANT	45,970.47		750.00		46,720.47
NATURAL RESOURCES/CONSERVATION					TOTAL	\$166,970.43
BROGAN, SHANA	CONSERVATION AGENT/ SUPERVISOR NATURAL RES	68,263.59				68,263.59
HILMER, RICHARD	DEPUTY NATURAL RESOURCE OFFICER/ LABORER	36,350.37	1,195.78			37,546.15

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
JOHNSON, DAVID	DEPUTY NATURAL RESOURCE OFFICER/ LABORER	42,282.01	62.25			42,344.26
O'CONNOR, MICHAEL	SENIOR NATURAL RESOURCE OFFICER	70,064.32	2,198.94	1,400.00	300.00	73,963.26
PAINE, NICOLE	SHELLFISH CONSTABLE	36,574.24	1,299.03			37,873.27
ST. AUBIN, KIMBERLY	NATURAL RESOURCES ADMIN ASSISTANT	14,878.08			TOTAL	14,878.08
						<u>\$274,868.61</u>
PLANNING						
LAGG, PAUL	TOWN PLANNER/GIS/AFFORDABLE HOUSING SPEC	82,368.39			TOTAL	82,368.39
						<u>\$82,368.39</u>
PUBLIC BUILDINGS						
MARTIN, WAYNE	CUSTODIAN	36,155.52	313.20			36,468.72
CORMIER, RONALD	CUSTODIAN	45,052.97	715.12	700.00		46,468.09
VARLEY, ROBERT	BUILDING MAINTENANCE SUPERVISOR	69,420.00	456.03	1,600.00		71,476.03
					TOTAL	71,476.03
						<u>\$154,412.84</u>
POLICE DEPARTMENT						
ADAMS, JOSHUA	PATROLMAN	69,701.65	12,004.23	650.00	5,437.00	87,792.88
BACK, DIANA	PATROLMAN	80,700.61	669.57	825.00		82,195.18
BOHANNON, ADAM	PATROLMAN/DETECTIVE	79,053.37	12,604.78	1,050.00	3,634.00	96,342.15
BOOTH, REID	PATROLMAN	75,908.20	23,640.57		5,589.00	105,137.77
BURNHAM, DANIEL	PATROLMAN	53,050.51	4,467.88		943.00	58,461.39
DAIGLE, RYAN	PATROLMAN	69,125.86	15,536.71		9,798.00	94,460.57
DEANGELO, CARRIE	PATROLMAN	37,699.35	21,354.08		10,460.74	69,514.17
DESCHAMPS, DANIEL	POLICE SERGEANT	89,140.94	10,735.08	1,050.00		100,926.02
FOGG, KATHLEEN	ADMINISTRATIVE ASSISTANT	59,585.93		850.00		60,435.93
GOULD, STEVEN	PATROLMAN	24,019.79	3,645.64	162.00	2,116.00	29,943.43
HALEY, MARK	POLICE SERGEANT	81,712.38	45,266.21	2,850.00	19,707.00	149,535.59

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
KULHAWIK, EDWARD	POLICE CHIEF	141,640.25			5,205.16	146,845.41
PLANTE, GREGORY	PATROLMAN	64,005.32	22,223.81		4,002.00	90,231.13
PROUDFOOT, JORDAN	PATROLMAN	54,325.53	26,127.16		17,715.50	98,168.19
RODERICK, KENNETH	LIEUTENANT	108,920.81		3,000.00	9,740.32	121,661.13
SAVIN, BRIAN	PATROLMAN	81,712.35	24,479.60	1,600.00	49,193.00	156,984.95
SCHNITZER, ROBERT	POLICE SERGEANT	92,854.90	17,100.95	1,050.00		111,005.85
WILLIAMS, ANDI	PATROLMAN	51,207.29	1,691.40		552.00	53,450.69
POLICE TEMP/SPECIALS					TOTAL	\$1,713,092.43
KRAEUTLER, DANIEL	ON-CALL POLICE OFFICER	1,821.25			55,766.00	57,587.25
MICKLE, MARTIN	ON-CALL POLICE OFFICER	1,961.77			184.00	2,145.77
NOONE, DYLAN	ON-CALL POLICE OFFICER	6,606.51	54.38		51,262.28	57,923.17
MCGRATH, JACOB	ON-CALL POLICE OFFICER	6,335.63			7,968.50	14,304.13
FIRE DEPARTMENT					TOTAL	\$131,960.32
ALBINO, LISA	CAPTAIN	102,859.74	27,223.19		6,070.19	136,153.12
BLAKESLEE, SAMUEL	FIREFIGHTER	51,981.66	9,263.51		2,855.54	64,100.71
CALLAHAN, RYAN	FIREFIGHTER	58,764.97	7,839.96		3,533.74	70,138.67
FARRENKOPF, KENT	FIRE CHIEF	128,513.91			4,764.17	133,278.08
FISHER, KURT	FIREFIGHTER	69,985.23	29,340.75	700.00	3,843.50	103,869.48
FRANCKE, BARBARA	FIREFIGHTER	73,512.72	14,731.60		2,407.93	90,652.25
FRAZIER, CHARLES	CAPTAIN	93,871.65	46,587.11		5,678.20	146,136.96
HILFERTY, ERIC	FIREFIGHTER	63,681.91	11,967.35	700.00	3,843.51	80,192.77
LABONTE, TROY	FIREFIGHTER	69,538.92	20,557.15		3,459.15	93,555.22
MCGRATH, JAMES	FIREFIGHTER	62,539.58	23,025.64	750.00	1,700.16	88,015.38
MORSE, KYLE	FIREFIGHTER	73,453.16	28,041.66	1,050.00	4,227.85	106,772.67
PILTZECKER, WILLIAM	CAPTAIN	87,063.63	31,044.18		3,830.08	121,937.89
PORTEUS, SHERRI	ADMINISTRATIVE ASSISTANT	46,763.78		650.00		47,413.78
SPRAGUE, WILLIAM	CAPTAIN	96,080.32	40,616.57		5,811.84	142,508.73
TOTAL, RACHEL	FIREFIGHTER	63,623.68	16,451.47	750.00	3,144.69	83,969.84

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
VAN BUSKIRK, RYAN	FIREFIGHTER	73,133.47	11,577.67	750.00	2,069.75	87,530.89
WATSON, DONALD	FIREFIGHTER	62,199.63	24,902.54	750.00	3,740.34	91,592.51
WILEY, MAURICE	FIREFIGHTER	69,921.81	20,116.29	550.00	4,227.85	94,815.95
					TOTAL	\$1,782,634.90
DISPATCH						
AUSTIN, JULIE	DISP F/T	56,528.64	19,896.44	2,700.00		79,125.08
BEAULIEU, MELANIE	DISP F/T	54,887.04	13,101.36	900.00		68,888.40
LEIDENFROST, KERIANNE	DISP F/T	54,891.20	11,107.80	700.00		66,699.00
SCHAEFER, ANN	DISP F/T	47,766.40	5,254.53			53,020.93
SPRAGUE, JACQUELINE	DISP F/T	43,658.08	6,576.06			50,234.14
ROSE, BEVERLY	DISP P/T	879.63				879.63
					TOTAL	\$318,847.18
BUILDING INSPECTION						
COHEN, DEBORAH	ADMINISTRATIVE ASSISTANT	46,100.63				46,897.55
WINGARD, THOMAS	INSPECTOR OF BUILDINGS	85,604.31			796.92	85,604.31
ADAMS, WALLACE	WIRING INSPECTOR	43,466.72				43,466.72
FLORES, RICHARD	ON-CALL BUILDING INSPECTOR	70.00				70.00
REGO, JOSEPH	ON-CALL ELECTRICAL INSPECTOR	600.00				600.00
STEVENS, RICHARD	ON-CALL BUILDING INSPECTOR	1,035.00				1,035.00
VAN RYSWOOD, SCOTT	GAS/PLUMBING INSPECTOR	37,417.38				37,417.38
					TOTAL	\$215,090.96
HEALTH						
BARKER, SUSAN	ASST HEALTH AGENT	55,248.66		700.00		55,948.66
CHIMWAZA, KAREN	COMMUNITY DEVELOPMENT OFFICE ASSISTANT	43,841.22				43,841.22
COHEN, DEBORAH	ADMINISTRATIVE ASSISTANT	236.30				236.30
CROWLEY, JANE	HEALTH AGENT	89,316.00		975.00		90,291.00
					TOTAL	\$190,317.18
DPW/TRANSFER STATION						
CHRISTIAN, REX	ON-CALL SNOW PLOW DRIVER		325.00			325.00

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
WIESEL, GREGORY	ON-CALL SNOW PLOW DRIVER		1,150.00			1,150.00
LAVALLEY, BRIAN	ON-CALL TRANSFER STATION / DPW LABORER	1,326.00				1,326.00
LOISELLE, ZACHARY	ON-CALL TRANSFER STATION / DPW LABORER	1,326.00				1,326.00
WING, ROBERT	ON-CALL TRANSFER STATION / DPW LABORER	6,120.00				6,120.00
BECKER, CHARLES	SKILLED LABORER	7,365.00				7,365.00
HEBENSTREIT, STEPHEN	SKILLED LABORER/ GATE ATTENDANT	19,881.12	626.38			20,507.50
GEOFFRION, RAYMOND	SKILLED LABORER/ GATE ATTENDANT	26,338.59	2,580.54			28,919.13
GOODRICH, JAMES	LANDFILL ASSISTANT	38,449.01				38,449.01
WLODKOWSKI, STEVEN	MACHINE OPERATOR	49,663.94	1,848.75			51,512.69
SIMONS, RONALD	MACHINE OPERATOR	54,124.02	820.58			54,944.60
YOUNG, CHARLES	MACHINE OPERATOR	57,427.37	5,993.36			63,420.73
PETERS, JEFFREY	MACHINE OPERATOR	62,787.68	1,491.36	1,400.00		65,679.04
VAUGHAN, HEIDI	MACHINE OPERATOR	63,615.72	5,297.41	1,800.00		70,713.13
CLIFFORD, BARRY	SUPERVISOR/FOREMAN	74,061.60	4,995.72			79,057.32
ANDRES, CORNELIUS	SUPERINTENDANT PUBLIC WORKS	103,184.33		600.00		103,784.33
MICKLE, MARTIN	DEPUTY SUPERINTENDANT	93,913.60	14,987.29			108,900.89
TOTAL						\$703,500.37
COA/HUMAN SERVICES						
BENELLI, JILLIAN	COA F/T	31,815.74				31,815.74
BURRITT, DOROTHY	COA F/T	52,727.06				52,727.06
CIVITA, GEORGE	DRIVERS	5,217.98				5,217.98
DUNHAM, CYNTHIA	COA F/T	52,537.66		900.00		53,437.66
EDSON, RONALD	DRIVERS	4,892.83				4,892.83
HAWKO, THOMAS	DRIVERS	3,882.38				3,882.38
KEEFE-HESS, MONICA	COA F/T	10,863.86				10,863.86

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
LANGLOIS, L PAUL	DRIVERS	7,971.97				7,971.97
LEPAGE, BRIANNA	COA F/T	37,358.27				37,358.27
NAZARIAN, FRANCIS	DRIVERS	4,188.40				4,188.40
SALEM, WILLIAM	DRIVERS	197.62				197.62
SMALL, JAMES	COA P/T	5,421.84				5,421.84
SZEDLAK, SANDRA	COA P/T	31,849.17		1,600.00		33,449.17
					TOTAL	\$251,424.78
LIBRARY SERVICES						
DEJONKER-BERRY, DEBRA	SALARIES	70,763.00				70,763.00
HEMLEY, FREYA	SALARIES	31,103.59				31,103.59
MACDONALD, KAREN	SALARIES	58,267.50				58,267.50
MCLOUGHLIN, FRANCES	SALARIES	52,324.83				52,324.83
SINOPOLI, MARIANNE	SALARIES	33,707.70				33,707.70
SUMNER, MATTHEW	LIB P/T	1,859.46				1,859.46
WELLS, CORNELIA	LIB P/T	24,378.84		1,500.00		25,878.84
					TOTAL	\$273,904.92
BEACH & RECREATION						
MICKLE, CHRISTINE	DIRECTOR BEACH/REC	72,481.28		850.00		73,331.28
SHAW, ELIZABETH	ASST DIRECTOR BEACH/REC	63,141.29		650.00		63,791.29
					TOTAL	\$137,122.57
BEACH/REC TEMP						
AMERAUULT, CHELSEA	ON-CALL REC LEADER	111.56				111.56
ANDERSON, EBEN	PLAYGROUND LEADER	45.00				45.00
BERNAZZANI, SCOTT	ASSISTANT BEACH SUPERVISOR	7,087.39				7,087.39
BOUCHER, GERARD	ON-CALL REC LEADER	2,528.64				2,528.64
CONGEL, JACOB	PLAYGROUND DRIECTOR	4,364.26				4,364.26
COSTA, ALYSSA	PLAYGROUND LEADER	1,664.63				1,664.63
COSTA, AURIN	GATE ATTENDANT	22.50				22.50
CREMINS, TYLER	GATE ATTENDANT	3,119.70				3,119.70
DAIGLE, STEPHEN	LIFEGUARD	2,791.25				2,791.25

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
DRANICHAK, KATHRYN	GATE ATTENDANT	3,892.52				3,892.52
DZIEDZINA, EUGENE	GATE ATTENDANT	2,522.51				2,522.51
DZIEDZINA, NOAH	ON-CALL REC LEADER	22.50				22.50
EDSON, RONALD	ON-CALL COA DRIVER	3,278.41				3,278.41
FITZGERALD, CONNOR	LIFEGUARD	2,693.25				2,693.25
FRODEL, CADE	GATE ATTENDANT	2,803.13				2,803.13
FRODEL, COLBY	PLAYGROUND LEADER	2,383.38				2,383.38
GALLUP, THERESE	HEAD STICKER SELLER	7,522.13				7,522.13
GOBEL, DEVIN	STICKER SELLER	1,086.75				1,086.75
KEMPLE, ALANNAH	PLAYGROUND LEADER	1,696.70				1,696.70
KEMPLE, SIOBHAN	HEAD LIFEGAURD	4,497.64				4,497.64
MOY, EMILY	GATE ATTENDANT	2,581.13				2,581.13
O'CONNOR, HANNAH	GATE ATTENDANT	3,872.81				3,872.81
OVERTON, NATHAN	GATE ATTENDANT	3,846.77				3,846.77
OWENS, JAMES	HEAD MILLER	3,090.25				3,090.25
PILTZECKER, JAMES	GATE ATTENDANT	3,554.77				3,554.77
RAY, ALEXIS	GATE ATTENDANT	45.00				45.00
REMBISZ, IRENE	BOTTLES/CANS RECYCLER	2,067.00				2,067.00
ROGERS, DONALD	GATE ATTENDANT	2,557.20				2,557.20
ROST, COREY	PLAYGROUND LEADER	45.00				45.00
SMITH, KARA	LIFEGUARD	4,582.00				4,582.00
TESSIER, JEREMIAH	LIFEGAURD	3,775.52				3,775.52
TESSIER, KATHRYN	LIFEGUARD	3,523.50				3,523.50
WACHT, SYDNEY	GATE ATTENDANT	666.57				666.57
WARDLAW, CLAIRE	LIFEGAURD / GATE ATTENDANT	45.00				45.00
WARDLAW, SARAH	PLAYGROUND LEADER	45.00				45.00
WEEKS, CASSIDY	HEAD STICKER SELLER	4,882.89				4,882.89
WHALEN, ELIZABETH	PLAYGROUND LEADER	22.50				22.50
ELECTIONS & REGISTRATIONS						TOTAL
						\$93,336.76

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
ANDERSON, MADELEINE	CASUAL ON-CALL OFFICE ASSISTANT	27.13				27.13
ANDUJAR, LEWIS	ELECTION TELLER	147.25				147.25
ANDUJAR, MAUREEN	ELECTION TELLER	392.75				392.75
BOHANNON, AUDREY	ASSISTANT REGISTRAR	282.88				282.88
BOUCHER, PAUL	ELECTION TELLER	31.00				31.00
BROCKLEBANK, VERONICA	REGISTRAR / CLERK	237.00				237.00
CHRISTIANSON, PATRICIA	ELECTION TELLER	189.88				189.88
COPPELMAN, JEAN	ELECTION TELLER	114.32				114.32
CROZIER, ANN	ELECTION TELLER	420.75				420.75
DANIELS, EDWARD	ELECTION TELLER	102.69				102.69
DELFINO, LINDA	ELECTION TELLER	31.00				31.00
DERMAN, GARY	ELECTION TELLER	62.00				62.00
DERMAN, HELEN	ELECTION TELLER	234.44				234.44
DIBONA, CAROL	ELECTION TELLER	218.94				218.94
DIXON, CHARLENE	ELECTION TELLER	184.07				184.07
DOBEK, CAROL	ELECTION TELLER	96.88				96.88
DOBEK, FRANK	ELECTION TELLER	94.94				94.94
ERICSON, MARCIA	ELECTION TELLER	93.00				93.00
EVERETT, OLIVER	ELECTION TELLER	31.00				31.00
EVERETT, SUSAN	ELECTION TELLER	32.94				32.94
FOLGER, SUSAN	ELECTION TELLER	100.75				100.75
FONTANAROSA, MICHAEL	ELECTION TELLER	17.44				17.44
FONTANAROSA, PATRICIA	ELECTION TELLER	17.44				17.44
HARTUNG, DEBORAH	ELECTION TELLER	62.00				62.00
HATCH, MATTHEW	ELECTION TELLER	36.81				36.81
HERRICK, KATHY	ELECTION TELLER	38.75				38.75
HIGGINS, DELORES	ELECTION TELLER	62.00				62.00
HOWARD, HELEN	ELECTION TELLER	116.25				116.25
JOHNSON, SANDRA	ELECTION TELLER	27.13				27.13

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
LENNOX, JOHN	ELECTION TELLER	150.00				150.00
LYNCH, EDWARD	ELECTION TELLER	31.00				31.00
MARTIN, TERESA	ELECTION TELLER	31.00				31.00
MURZYN, MARY LOU	ELECTION TELLER	375.07				375.07
NICHOLSON, CYNTHIA	ELECTION TELLER	1,020.54				1,020.54
NICKERSON, JANICE	ELECTION TELLER	263.50				263.50
NUENDEL, BONNIE	ELECTION TELLER	131.75				131.75
NUENDEL, DONALD	ELECTION TELLER	62.00				62.00
O'SHEA, MARY BETH	ELECTION TELLER	101.08				101.08
RABENI, ALICE	ELECTION TELLER	31.00				31.00
RADKE, LISA	ELECTION TELLER	333.26				333.26
RUSSO, JAMES	ELECTION TELLER	127.88				127.88
SANDUSKY, MARK	ELECTION TELLER	34.88				34.88
SAUL, CYNTHIA	ELECTION TELLER	108.50				108.50
SCHOFIELD, KAREN	ELECTION TELLER	100.75				100.75
SCHOLL, MARCIA	ELECTION TELLER	116.25				116.25
SETTE, MARY LOUISE	ELECTION TELLER	32.94				32.94
SHEA, SHAWN	ELECTION TELLER	340.00				340.00
SKEHAN, PATRICIA	ELECTION TELLER	31.00				31.00
SKIBA, DAWN	ELECTION TELLER	31.00				31.00
SMITH, LILLIAN	ELECTION TELLER	31.00				31.00
THOMAS, CATHY	ELECTION TELLER	389.25				389.25
THOMAS, JAMES	ELECTION TELLER	482.50				482.50
THURSTON, ROGER	ELECTION TELLER	93.00				93.00
WEIBEL, DOROTHY	ELECTION TELLER	69.75				69.75
		TOTAL				\$8,084.33
WATER OPERATIONS						
LOVE, AMANDA		2,307.24				2,307.24
VAN RYSWOOD, SCOTT		23,160.00				23,160.00
WEEKS, CASSIDY		15,296.57				15,296.57
		TOTAL				\$40,763.81

EASTHAM ELEMENTARY SCHOOL
Salaries & Wages
Fiscal Year 2017

EMPLOYEE	POSITION	Location / Account	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Ames, Kimberly	SN Teacher	Eastham Elementary	79,696	-	1,500	-	81,196
Anthony, Laird P	Substitute	Substitute	-	-	-	90	90
Awiszus, Katharine A	Substitute	Substitute	-	-	-	110	110
Bailey, Gregory J	EES Custodian	Eastham Elementary	4,026	-	-	-	4,026
Bartolini, Nicolette N	EES Teacher	Eastham Elementary	69,768	-	-	-	69,768
Beale, Tamara	Cafeteria	Eastham Elementary	11,105	-	-	345	11,450
Brodeur, Kerry	Substitute	Substitute	-	-	-	610	610
Brodie, Kerin L	EES SN Ed Assistant	Eastham Elementary	23,331	-	750	181	24,262
Brown, Muriel	Teacher	Eastham Elementary	93,987	-	1,500	2,646	98,133
Burt, Linda	Head Custodian	Eastham Elementary	60,335	-	-	2,700	63,035
Carlisle, Jill	Teacher	Eastham Elementary	88,523	-	1,500	-	90,023
Carr, Barbara S	Substitute	Substitute	-	-	-	300	300
Connolly, Kristen A	Substitute	Substitute	-	-	-	570	570
Curtis, Maria I	ASEP	Substitute	-	-	-	200	200
Crosby, William H	Eastham Principal	Eastham Elementary	110,600	-	-	500	111,100
Czujak, Deborah	Substitute	Substitute	4,986	-	-	14,836	19,822
Da Silva, Carina C	ESL Teacher	Eastham Elementary	8,797	-	-	-	8,797
Daniels, Patsy	Substitute	Substitute	-	-	-	8,200	8,200
Davis, Kathleen	Teacher	Eastham Elementary	94,418	-	2,000	200	96,618
Deegan, Tracey	Teacher	Eastham Elementary	78,014	-	1,500	3,492	83,006
Delcourt, Keith C	Teacher	Eastham Elementary	38,580	-	-	-	38,580
Donovan, Caroline M	Data Mngmnt Sec - 10mos	Eastham Elementary	40,527	-	1,000	1,018	42,546
Douglas, Diane P	Cafe Manager	Eastham Elementary	14,580	-	700	7,604	22,884
Driscoll, Molly	Teacher	Eastham Elementary	49,343	-	-	-	49,343
Dugas, Megan A	Substitute	Substitute	-	-	-	560	560
Escher, Mary Christine	Teacher	Eastham Elementary	62,886	-	2,000	-	64,886
Fitzgerald, Phoebe H	Educational Assistant	Eastham Elementary	37,546	-	450	420	38,416

EMPLOYEE	POSITION	Location / Account	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Fromm, Alice D	Substitute	Substitute	-	-	-	6,703	6,703
Frye, Amy	SN Teacher	Eastham Elementary	93,987	-	500	-	94,487
Genois, Mary	EES PE+ Teacher	Eastham Elementary	79,696	-	1,200	-	80,896
Gibbons, Melissa	EES SN Teacher	Eastham Elementary	73,537	-	-	-	73,537
Gill, Laura	Substitute	Substitute	-	-	-	150	150
Graciano, Catherine T	School Psychologist	Eastham Elementary	76,891	-	-	1,143	78,034
Harris, Katherine I	Substitute	Substitute	-	-	-	320	320
Hayes, Sandra L	Substitute	Substitute	-	-	-	3,690	3,690
Holland, Alice C	EES SN Ed Assistant	Eastham Elementary	37,893	-	1,000	31	38,924
Hollander-Essig, Charles	Teacher	Eastham Elementary	18,139	-	500	-	18,639
Iles, Allison J	Substitute	Substitute	-	-	-	640	640
Jones, John P	Custodian	Eastham Elementary	34,703	120	-	1,523	36,346
Kender, Kelleen	EES SN Ed Assistant	Eastham Elementary	38,104	-	450	31	38,585
Keohan, Mary Sue	Substitute	Substitute	-	-	-	340	340
Kopitsky, Kathleen G	Substitute	Substitute	-	-	-	8,955	8,955
Kramer, Kaitlyne T	EES SN Teacher	Eastham Elementary	-	-	-	3,018	3,018
Krzeminski, Glenn	Substitute	Substitute	-	-	-	430	430
LaBranche, Karen L	EES Nurse	Eastham Elementary	-	-	-	1,200	1,200
Leavitt, Gail M	Substitute	Substitute	-	-	-	90	90
Lewis, David S	Substitute	Substitute	-	-	-	640	640
Lopardo, Larisa	Substitute	Substitute	-	-	-	275	275
Lowrey, Shelby A	Kaboom Instrucctor	Substitute	-	-	-	240	240
Maillet, Heather L	Substitute	Substitute	-	-	-	1,060	1,060
Marino, Julie M	EES Teacher	Eastham Elementary	53,523	-	-	-	53,523
Martin-Langtry, Donna	Speech/Language Teacher	Eastham Elementary	92,019	-	1,500	-	93,519
McCarthy, Mary	Ed Assistant	Eastham Elementary	92,325	-	2,500	-	94,825
McHugh, Eileen	Substitute	Eastham Elementary	37,563	-	450	30	38,044
McMakin-Osowski, Larasa	EES Librarian Teacher	Substitute	-	-	-	495	495
Menza, Breigh Ann	Teacher	Eastham Elementary	62,859	-	-	2,646	65,505
Morris, Louise M	EES SN Ed Assistant	Eastham Elementary	17,279	-	-	-	17,279
Narkon, Hannah		Eastham Elementary	6,108	-	-	20	6,128

EMPLOYEE	POSITION	Location / Account	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Newton, Julie T	Teacher	Eastham Elementary	79,696	-	1,500	-	81,196
Noone, Traci M	Substitute	Substitute	-	-	-	2,090	2,090
Norton, Jason R	Substitute	Substitute	-	-	-	640	640
Norton, Karen B	Kaboom Coordinator	Eastham Elementary	-	-	-	3,029	3,029
O'Bara, Susan C	Teacher	Eastham Elementary	92,325	-	500	472	93,296
O'Connor, Thomas	Substitute	Substitute	476	-	-	4,153	4,629
Olson, Coreen M	Teacher	Eastham Elementary	88,523	-	2,000	-	90,523
Parrent, Ayanna N	Kaboom Instructor	Substitute	-	-	-	640	640
Peno, Erica	Teacher	Eastham Elementary	90,693	-	500	943	92,136
Poitras, Eileen	Teacher	Eastham Elementary	47,701	-	1,200	494	49,395
Read, William L	EES Custodian	Eastham Elementary	18,518	50	-	-	18,569
Reichers, Karen L	Nurse	Eastham Elementary	80,870	-	1,500	-	82,370
Ross, Deanna M	Preschool Speech sub	Substitute	-	-	-	357	357
Salerno, Sherry L	Substitute	Substitute	-	-	-	1,700	1,700
Sanzo, Anthony J	Custodian	Eastham Elementary	18,896	551	-	1,852	21,299
Shaw, Tamsyn	Teacher	Eastham Elementary	79,696	-	1,500	-	81,196
Sipple, Dale L	Substitute	Substitute	-	-	-	990	990
Smith, Rhonda C	Substitute	Substitute	-	-	-	560	560
Stagakis, Angela M	Substitute	Substitute	-	-	-	150	150
Stewart, Morgan M	Teacher	Eastham Elementary	71,703	-	-	-	71,703
Tavano, Holly D	Substitute	Substitute	-	-	-	450	450
Trovato, Kelsey C	Substitute	Substitute	-	-	-	295	295
Tyng, Barbara L	Substitute	Substitute	-	-	-	890	890
Varley, Elise C	Secretary	Eastham Elementary	59,151	-	1,250	282	60,683
Wallace, Colleen	Cafeteria	Eastham Elementary	28,176	101	750	832	29,860
Walsh, Lynn	Ed Assistant	Eastham Elementary	84	-	-	-	84
Weber, Jill S	Ed Assistant	Eastham Elementary	38,164	-	1,000	91	39,255
Weigand, Geoffrey P	Substitute	Substitute	-	-	-	1,005	1,005
Yakola, Eric P	Teacher	Eastham Elementary	79,696	-	2,000	-	81,696
TOTAL ELEMENTARY SCHOOL			\$2,660,041	\$823	\$34,700	\$100,164	\$2,795,728

NAUSET REGIONAL SCHOOL
Salaries & Wages
Fiscal Year 2017

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Aboltin, John Paul	Nauset Regional High School	HS Ed Asst/Teacher	20,685	-	-	9,277	29,963
Ahokas, John A	Nauset Regional Middle School	MS SN Ed Assistant	38,473	-	750	1,660	40,883
Aitchison, Tania A	Nauset Regional High School	HS Cafeteria	16,726	244	-	1,798	18,768
Albert, Emma C	Region Working for a Town	Pre-School Teacher	40,672	-	-	450	41,122
Albright, Lori S	Nauset Regional High School	Teacher	90,220	-	1,500	797	92,517
Allard, Margaret E	Region Working for a Town	Ed Assistant	13,261	-	-	109	13,370
Allen, Thomas F	Nauset Regional High School	HS Teacher	49,245	-	-	2,800	52,045
Alvarez, Maria D	Summer School Only	Summer School	756	-	-	-	756
Amaru, Cheri J	Tutor	Tutor	4,200	-	-	-	4,200
Ambrose, Clifford	Nauset Regional Middle School	Custodian	44,015	1,586	-	1,505	47,106
Anderson, Norma Jean	Nauset Regional High School	HS Teacher	56,066	-	-	1,480	57,546
Anthony, Laird P	Substitute or Seasonal	Substitute	-	-	-	180	180
Anthony, Megan L	Nauset Regional Middle School	Middle School Teacher	72,400	-	-	4,103	76,503
Apatow, Julia P	Substitute or Seasonal	Whitecaps	18	-	-	-	18
Appleton, Scott	Nauset Regional High School	Custodian	-	2,546	700	300	3,546
Avery, Joshua	Nauset Regional High School	Custodian	51,219	-	600	3,300	55,119
Avery, Sharon E	Nauset Regional Middle School	Cafeteria Worker	12,251	-	-	530	12,781
Avery, Todd E	Coach	Coach	-	-	-	4,382	4,382
Ayochock, Michelle A	Nauset Regional High School	HS Cafeteria Manager	32,624	648	-	628	33,900
Ayochock, Amanda M	Substitute or Seasonal	Firebirds	1,185	-	-	-	1,185
Bader, Carol A	Nauset Regional Middle School	MS SN Secretary	39,915	241	-	2,671	42,827
Bakker, Donald	Nauset Regional High School	Teacher	18,420	-	-	-	18,420
Baldwin, Nancy P	Nauset Regional Middle School	Teacher	87,298	-	500	3,699	91,497
Barr, Gregory A	Nauset Regional Middle School	Middle School Teacher	74,586	-	-	11,171	85,758
Barron, Alexis P	Community Education	Community Education	200	-	-	-	200
Barry, Christopher	Substitute or Seasonal	Substitute	-	-	-	324	324
Bartolini, Bernice E	Nauset Regional Middle School	MS Cafeteria	8,498	-	-	856	9,354

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Bartolini-Trott, Bonnie J	Nauset Regional High School	HS SN Teacher	88,869	-	1,500	3,412	93,780
Battaglini, Michael	Coach	Coach	-	-	-	3,363	3,363
Bentz, Atami C	Nauset Regional High School	HS Teacher	80,200	-	-	997	81,197
Berg, Kathryn J	Substitute or Seasonal	Substitute	-	-	-	1,465	1,465
Bergstrom, Debra A	Region Working for a Town	Eddy SN Ed Assistant	14,527	-	-	-	14,527
Bertrand, Shannon	Nauset Regional Middle School	Teacher	90,469	-	500	342	91,311
Berzinis, Mary D	Region Working for a Town	Speech Therapist	39,665	-	-	82	39,746
Bianchi, Elizabeth A	Region Working for a Town	Ed Assistant	29,224	-	1,000	1,294	31,518
Bienvenue, Nancy A	Nauset Regional Middle School	MS Ed Assistant	24,467	-	-	20	24,487
Birchall, Joanne N	Nauset Regional High School	HS SN Ed Assistant	37,893	-	1,200	1,277	40,370
Birchall, Ryan N	Nauset Regional High School	HS Art Teacher	63,145	-	-	1,500	64,645
Bishop, Carol L	Substitute or Seasonal	Substitute	-	-	-	175	175
Blackwell, Barbara J	Community Education	Community Education	100	-	-	-	100
Blair, Gail L	Nauset Regional Middle School	Ed Assistant	38,061	-	1,200	200	39,461
Blascio, Katsiaryna	Nauset Regional High School	Teacher	82,003	-	-	1,482	83,485
Blau, Reva T	Nauset Regional Middle School	MS Teacher	38,067	-	-	3,307	41,374
Boggs, Christine M	Nauset Regional High School	HS SN Teacher	-	-	-	45,820	45,820
Bohannon, Justin C	Nauset Regional High School	Teacher	80,200	-	-	4,790	84,990
Bohannon, Meredith N	Nauset Regional High School	Teacher	87,298	-	-	-	87,298
Bolinder, Richard	Nauset Regional High School	Groundsman	52,785	-	900	300	53,985
Bonanni, John M	Nauset Regional Middle School	MS SN Teacher	49,906	-	-	943	50,849
Boskus, Stephen W	Nauset Regional High School	Guidance Counselor	92,918	-	-	2,797	95,715
Bouyea, Nancy	Nauset Regional Middle School	Custodian	49,715	981	600	5,270	56,567
Boyd, Margaret	Nauset Regional High School	Ed Assistant	31,303	-	450	760	32,513
Bradford, Ariana	Tutor	Tutor	-	-	-	1,694	1,694
Brady, Jennifer L	Nauset Regional High School	HS Teacher	50,772	-	-	858	51,630
Brady, Joann L	Nauset Regional Middle School	Data Reporting Specialist	62,950	-	-	-	62,950
Brenneman, Thomas R	Coach	Coach	-	-	-	1,857	1,857
Brocklebank, Veronica	Region Working for a Town	PreSchool Ed Assistant	29,989	-	1,000	1,014	32,002
Brodeur, Kerry	Substitute or Seasonal	Substitute	-	-	-	540	540
Brookshire, Edward C	Nauset Regional High School	Athletic Event Worker	-	-	-	795	795

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Brougham, Caitlin E	Coach	Region Coach	-	-	-	1,726	1,726
Brown, Kristen N	Coach	Region Coach	-	-	-	1,726	1,726
Brunelle, Lisa	Nauset Regional High School	Teacher	90,220	-	500	1,909	92,629
Brunelle, Donna M	Region Working for a Town	Ed Assistant	11,239	-	-	2,122	13,361
Brunt, Diane	Tutor	Tutor	20,680	-	-	-	20,680
Bucar, James F	Nauset Regional Middle School	Ed Assistant	35,247	-	450	160	35,857
Bucknor, Chelsea S	Substitute or Seasonal	Substitute	-	-	-	1,050	1,050
Bunker, Emily L	Nauset Regional High School	Ed Assistant	18,195	-	-	20	18,215
Burkert, Randall E	Tutor	Tutor	6,035	-	-	19,851	25,885
Burroughs, Leigh A	Nauset Regional Middle School	Middle School Teacher	86,973	-	-	738	87,711
Butler, Patricia A	Community Education	Community Education	90	-	-	-	90
Cahill, Maryanne	Region Only	Preschool Ed Assist	30,654	-	450	1,104	32,207
Caira, Kristen M	Nauset Regional Middle School	MS SN Teacher	41,245	-	-	847	42,092
Cameron, Katie	Nauset Regional High School	Guidance Counselor	83,308	-	-	3,072	86,380
Cameron, Marcia	Nauset Regional Middle School	Asst Principal	116,556	-	2,500	683	119,739
Campbell, Diane	Nauset Regional High School	Region Access	-	-	-	17,441	17,441
Canter, Aaron M	Nauset Regional Middle School	Teacher	76,221	-	-	2,682	78,904
Caolo, David J	Substitute or Seasonal	Substitute	-	-	-	3,785	3,785
Caretti, Ann	Region Shared	Director of Student Svcs	135,000	-	-	314	135,314
Carlson, Jan	Nauset Regional Middle School	MS Secretary	39,915	-	1,250	402	41,567
Carnathan, Susan M	Substitute or Seasonal	Substitute	-	-	-	17,457	17,457
Carpenter, Pamela	Nauset Regional High School	HS Teacher	42,504	-	-	-	42,504
Carr, Barbara S	Substitute or Seasonal	Substitute	750	-	-	-	750
Carr, Deborah	Region Working for a Town	Ed Assistant	13,581	-	-	-	13,581
Caruso, Angela M	Nauset Regional High School	HS Ed Assistant	20,672	-	-	80	20,752
Castellano, Alan	Nauset Regional High School	Teacher	90,469	-	2,000	858	93,327
Cedeno, Anthony G	Nauset Regional Middle School	MS GUIDANCE	92,534	-	500	1,701	94,735
Chace, Alan W	Substitute or Seasonal	Firebirds	-	-	-	366	366
Chace, Alison H	Nauset Regional Middle School	MS Secretary	13,415	-	-	410	13,825
Chamberlain, Edward F	Coach	Coach	-	-	-	1,905	1,905
Chapman, Anthony	Nauset Regional Middle School	Custodian	48,984	2,102	-	1,553	52,640

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Chappel, Michael R	Region Shared	CO Custodian	8,878	-	-	-	8,878
Chiarello, Kerry C	Nauset Regional Middle School	SN Teacher	80,200	-	-	-	80,200
Chipman, Ryley A	Substitute or Seasonal	Summer Help	40	-	-	-	40
Christopher, Max O	Substitute or Seasonal	Summer Help	130	-	-	-	130
Chudomel, Diane S	Region Working for a Town	SN Ed Assitant	33,566	-	-	-	33,566
Ciborowski Jr, John	Substitute or Seasonal	Substitute	-	-	-	5,565	5,565
Citrone, Amanda V	Nauset Regional High School	School Psychologist	56,281	-	-	2,797	59,078
Claireaux, Christine	Nauset Regional High School	HS Teacher	87,658	-	500	962	89,120
Clark, Andrew	Nauset Regional High School	Teacher	88,624	-	1,500	2,807	92,931
Clark, Annette	Community Education	Community Education	240	-	-	-	240
Clark, Stacey C	Nauset Regional Middle School	MS SN Teacher	80,200	-	-	943	81,143
Close, Andrea	Substitute or Seasonal	Substitute	972	-	-	-	972
Cohen, Paul H	Nauset Regional Middle School	Middle School Custodian	39,004	2,107	-	1,553	42,664
Colgan, Teri-Lynn	Region Working for a Town	Tutor	4,104	-	-	-	4,104
Collins, Alana J	Nauset Regional High School	HS Ed Assistant	27,726	165	-	1,211	29,102
Conner, Kimberly	Nauset Regional Middle School	MS Teacher	104,052	-	500	-	104,552
Conrad, Thomas	Region Shared	Superintendent of Schools	180,525	-	-	-	180,525
Consiglio-Noks, Arlynn	Region Shared	Secret to Student Svcs Dir	62,797	-	1,500	71	64,367
Corrado, Matthew	Community Education	Community Education	270	-	-	-	270
Cosgrove, Ty S	Coach	Region coach	-	-	-	1,993	1,993
Cottrell, Christine A	Substitute or Seasonal	Substitute	3,532	-	-	910	4,442
Cowan, Robert	Nauset Regional High School	Drivers Ed Instructor	-	-	-	11,142	11,142
Craven, Raymond	Nauset Regional High School	Teacher	88,308	-	500	2,552	91,360
Cremins, Joanne	Nauset Regional High School	HS Secretary	32,157	-	-	1,138	33,295
Curtis, Karen	Nauset Regional Middle School	MS SN Ed Asst.	36,621	-	1,000	380	38,001
Daley, Janet H	Region Shared	Business Office Clerk	41,757	16	-	-	41,773
Daniels, Susan L	Substitute or Seasonal	Substitute	-	-	-	261	261
Davies, Paul	Nauset Regional High School	Teacher	18,420	-	-	-	18,420
Day, Judith	Region Only	MS Cafeteria	26,765	32	850	1,288	28,935
Delfino, Linda M	Substitute or Seasonal	Substitute	-	-	-	8,430	8,430

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
DeOliviera, Cynthia B	Nauset Regional Middle School	MS Cafeteria Manager	29,828	57	-	629	30,514
DeSimone, Christine	Nauset Regional High School	Teacher	90,575	-	500	7,175	98,250
DeSimone, Danielle	Region Working for a Town	Preschool OT	16,269	-	-	-	16,269
deSousa, Yvonne M	Community Education	Community Education	240	-	-	-	240
Dever, Kelma	Region Only	Teacher Project Coordinator	5,309	-	-	654	5,964
Dewey, Erika M	Nauset Regional Middle School	Teacher	45,652	-	-	997	46,649
Dias, Antonia	Nauset Regional High School	HS Cafeteria	13,486	11	-	175	13,672
DiPaolo, Beverly J	Nauset Regional Middle School	MS Teacher	48,120	-	-	444	48,564
Doherty, Michaela B	Region Working for a Town	Preschool Secretary	27,495	-	500	367	28,362
Dolbec, David W	Community Education	Community Education	480	-	-	-	480
Dominic, Barbara	Nauset Regional Middle School	Social Worker	89,502	-	-	-	89,502
Donahue, Eric P	Nauset Regional High School	HS Custodian	36,707	939	-	1,553	39,199
Donovan, David	Nauset Regional High School	HS Teacher	87,298	-	1,500	-	88,798
Doucette, Jordan M	Summer School Only	Summer School Steam	-	-	-	779	779
Driscoll, Thomas J	Community Education	Community Education	480	-	-	-	480
Dugan, William	Region Only	Treasurer	7,220	-	-	-	7,220
Dugas, Megan A	Substitute or Seasonal	Substitute	-	-	-	700	700
Eagan, Casey A	Coach	Coach	-	-	-	5,066	5,066
Earle, Peter	Nauset Regional Middle School	Extracurricular	-	-	-	5,049	5,049
Edwards, Julie	Region Only	Physical Therapist	51,710	-	-	-	51,710
Eldredge, Cynthia	Region Working for a Town	Eddy SN Ed Assistant	7,729	-	-	592	8,321
Elia, Louis F	Coach	Coach	-	-	-	4,759	4,759
Endich, Roberta	Nauset Regional High School	Librarian	90,469	-	-	1,716	92,185
Escher, Mary Christine	Region Working for a Town	Teacher	24,659	-	-	7,124	31,783
Estey, Dwight E	Coach	Coach	-	-	-	13,968	13,968
Evans, Henry K	Nauset Regional High School	HS Teacher	85,209	-	-	5,603	90,812
Fannon, Diane M	Nauset Regional High School	HS Cafeteria Worker	10,390	-	-	1,487	11,877
Faris, Thomas A	Nauset Regional High School	HS Teacher	87,298	-	500	7,124	94,921
Faucher, Roger H	Nauset Regional High School	HS Teacher	90,469	-	2,500	797	93,766
Felix, Tonya M	Tutor	Tutor	10,595	-	-	-	10,595
Fernandes, Abigail L	Region Shared	CO Secretary A/P	50,816	29	-	180	51,025

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Ferrara, Margaret M	Region Revolving	Preschool Ed Assistant	23,082	-	-	204	23,287
Ferreira, Shannah J	Nauset Regional Middle School	MS SN Teacher	39,085	-	-	2,428	41,513
Fields, Stephanie L	Nauset Regional Middle School	MS SN Ed Assistant	36,749	-	750	300	37,799
Fisher-Hilmer, Linda J	Community Education	Community Education	180	-	-	-	180
Fitzgerald, Esther	Region Only	Adult Ed Director	25,449	-	850	-	26,299
Fitzpatrick, Julie Anne	Nauset Regional High School	HS Ed Assistant	37,793	-	1,200	3,049	42,042
Flanagan, Julie M	Nauset Regional Middle School	MS Teacher	86,973	-	-	6,058	93,032
Fleischer, Amy L	Nauset Regional Middle School	MS Teacher	59,657	-	-	2,690	62,347
Fleming, Sean M	Nauset Regional High School	HS Asst Principal	105,575	-	-	2,657	108,232
Florance, Beverly A	Substitute or Seasonal	Substitute	-	-	-	340	340
Flynn, Richard	Substitute or Seasonal	Substitute	-	-	-	304	304
Foley, Sandra L	Region Shared	Central Office Clerical	-	-	-	5,041	5,041
Ford, Lillian Ashley	Nauset Regional High School	HS SN Teacher	70,872	-	-	629	71,501
Forgione, Carol A	Region Shared	HR Director	88,580	-	-	-	88,580
Franchitto, Dana L	Substitute or Seasonal	Substitute	-	-	-	9,640	9,640
Freeman, Robert O	Substitute or Seasonal	Firebirds	897	-	-	-	897
Frotier, Annalise M	Tutor	Tutor	-	-	-	4,499	4,499
Gada, Frank M	Community Education	Community Education	360	-	-	-	360
Gardner, Charles F	Substitute or Seasonal	Substitute	-	-	-	4,095	4,095
Gauley, Keith	Region Shared	Assistant Superintendent	138,415	-	-	-	138,415
Gengareilly, Laurie J	Nauset Regional Middle School	MS SN Ed Assistant	36,591	-	1,200	420	38,211
George, Emma V	Substitute or Seasonal	Substitute	-	-	-	230	230
Giansante, Nancy D	Substitute or Seasonal	Substitute	212	-	-	-	212
Gildehaus, Christopher Q	Coach	Coach	-	-	-	5,568	5,568
Gill, Laura	Substitute or Seasonal	Substitute	2,025	-	-	375	2,400
Glennon, Margaret A	Nauset Regional Middle School	MS Teacher	47,232	-	-	228	47,460
Gorman, Anthony J	Substitute or Seasonal	Brewster Whitecaps	237	-	-	-	237
Grant, Jennifer	Nauset Regional Middle School	Educational Assistant	31,329	-	450	2,975	34,755
Green, Mary Kathleen	Nauset Regional Middle School	Ed Assistant	36,550	-	750	3,710	41,010
Gregg, Paul A	Substitute or Seasonal	Substitute	-	-	-	1,623	1,623
Gregory, Patricia A	Substitute or Seasonal	Substitute	-	-	-	1,295	1,295

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Grozier, Christine H	Nauset Regional High School	HS SN Ed Assistant	41,336	-	1,000	2,823	45,159
Grzewinski, Kathleen M	Summer School Only	Summer School	565	-	-	-	565
Gula, Jennifer E	Nauset Regional Middle School	MS Teacher	90,469	-	500	-	90,969
Guttmann, Brendan J	Coach	Community Edu/Coach	12,347	-	-	4,145	16,492
Hagopian, Berj N	Nauset Regional Middle School	MS Teacher	90,469	-	1,500	1,127	93,096
Hall, Auburn LF	Nauset Regional Middle School	MS Teacher	19,395	-	-	-	19,395
Hamer, Judith	Nauset Regional High School	HS Teacher	90,469	-	2,000	1,776	94,245
Hammond, Catherine L	Community Education	Community Education	225	-	-	-	225
Hammond, Majen P	Nauset Regional Middle School	Teacher	-	-	-	26,344	26,344
Hansen, Karen B	Nauset Regional Middle School	MS Teacher	52,083	-	1,500	1,193	54,777
Harris, Katherine I	Substitute or Seasonal	Substitute	-	-	-	660	660
Hartung, Bonnie K	Nauset Regional Middle School	MS Nurse	59,764	-	-	180	59,944
Harvey, Katherine	Nauset Regional Middle School	MS Teacher	84,698	-	-	-	84,698
Haskell, Larkin	Substitute or Seasonal	Substitute	-	-	-	990	990
Hendrickx, Ezra	Nauset Regional High School	HS Teacher	87,298	-	500	13,757	101,555
Hepinstall, Karen E	Nauset Regional High School	HS Teacher	90,469	-	1,500	5,179	97,148
Hickey, Kathleen M	Substitute or Seasonal	Substitute	1,440	-	-	-	1,440
Hicks, Brian R	Nauset Regional High School	HS Teacher	85,209	-	1,500	4,607	91,316
Higgins, Jane P	Community Education	Community Education	2,820	-	-	-	2,820
Higgins, Kenneth	Nauset Regional High School	Athletic Event Worker	-	-	-	630	630
Hill, Sadie J	Nauset Regional Middle School	Ed Assistant	26,334	-	450	40	26,824
Hilliar, Emily J	Substitute or Seasonal	Substitute	-	-	-	380	380
Hilliar, John A	Community Education	Community Education	2,070	-	-	-	2,070
Hollis, Savannah L	Substitute or Seasonal	Central Office Secretary Sub	1,390	-	-	-	1,390
Hourihan, Maureen	Tutor	Middle School Tutor	212	-	-	-	212
Howarth, Phillip	Coach	Coach	-	-	-	4,798	4,798
Howell, Pamela T	Nauset Regional Middle School	MS Teacher	71,955	-	-	3,488	75,443
Hoyt, Joseph C	Nauset Regional High School	HS Teacher	47,232	-	-	266	47,498
Hoyt, Karl F	Nauset Regional High School	HS Teacher	2,651	-	-	-	2,651
Hurley, Linda M	Substitute or Seasonal	Substitute	2,329	-	-	-	2,329
Hutton, Sarah P	Nauset Regional Middle School	MS Teacher	84,698	-	-	3,926	88,624

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Ilkovich, Katie	Nauset Regional High School	HS SN Ed Assistant	18,351	-	-	11,056	29,407
Israel, Deborah A	Community Education	Community Education	3,600	-	-	-	3,600
Jackman, Bonnie E	Nauset Regional Middle School	Social Worker	92,534	-	-	1,810	94,344
Jackson, Brandy B	Nauset Regional Middle School	Middle School Teacher	73,706	-	-	12,761	86,468
Johngren, Rachel E	Substitute or Seasonal	Substitute	-	-	-	70	70
Johnson, Andrea g	Coach	Coach	-	-	-	1,905	1,905
Johnson, Gregory H	Nauset Regional Middle School	MS Ed Assistant	33,734	-	-	1,566	35,300
Johnson, Lynne R	Substitute or Seasonal	Substitute	-	-	-	210	210
Johnston, Ross B	Nauset Regional High School	HS Teacher	88,869	-	1,500	-	90,369
Jordan, Edward J	Substitute or Seasonal	Substitute	-	-	-	10,080	10,080
Kanavos, Joyce	Region Shared	Accounts Payable/Receptionist	4,822	-	1,250	-	6,072
Kandall, Amy	Nauset Regional High School	HS Teacher	84,255	-	-	-	84,255
Katherman, Judith T	Substitute or Seasonal	Substitute	-	-	-	3,940	3,940
Keavy, Debra A	Nauset Regional High School	HS Teacher	77,570	-	-	828	78,398
Keeney, Ethan W	Substitute or Seasonal	Brewster Whitecaps	135	-	-	-	135
Kelly, Jeffrey J	Substitute or Seasonal	Substitute	-	-	-	1,935	1,935
Kelly, Karen	Substitute or Seasonal	Substitute	-	-	-	4,410	4,410
Kelsey, Benjamin R	Substitute or Seasonal	Brewster Whitecaps	66	-	-	-	66
Kendrew, Ingrid E	Nauset Regional Middle School	MS Teacher	85,209	-	500	1,378	87,087
Kenyon, Keith Edward	Nauset Regional High School	HS Asst Principal	111,725	-	800	3,791	116,316
Keohan, Mary Sue	Substitute or Seasonal	Substitute	-	-	-	90	90
Keon, Diane Smith	Nauset Regional High School	HS Teacher	90,469	-	500	950	91,919
Keon, Samuel	Nauset Regional High School	Computer Technical Support	35,328	-	-	-	35,328
Kerig, John A	Nauset Regional High School	Custodian	9,116	98	-	1,297	10,511
Kerse-McMillin, Maura C.	Nauset Regional High School	HS Teacher	87,298	-	500	1,794	89,592
Kieffer, Johanne M	Nauset Regional Middle School	MS SN Ed Assistant	35,247	-	450	120	35,817
Kimtis, Cassandra M	Nauset Regional High School	HS Cafeteria	5,245	-	-	1,743	6,989
King, Selena F	Nauset Regional High School	HS Teacher	68,168	-	2,000	82	70,249
Kirouac, Sean	Nauset Regional Middle School	MS Teacher	66,306	-	-	2,929	69,235
Kmiec, Ariana L	Nauset Regional High School	HS Teacher	63,003	-	-	3,054	66,056

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Kobold, Julie	Nauset Regional High School	HS Teacher	83,951	-	-	3,735	87,685
Koch, Michelle R	Nauset Regional Middle School	MS Ed Assistant	35,291	-	450	260	36,001
Komich, Ryan M	Coach	Coach	-	-	-	9,557	9,557
Kremer, Ralf	Region Shared	Network Systems Admin	80,373	-	-	-	80,373
Krikorian, Kathleen	Nauset Regional Middle School	MS SN Ed Assistant	36,196	-	450	3,746	40,392
Krzeminski, Glenn	Substitute or Seasonal	Substitute	-	-	-	3,480	3,480
LaBranche, Christine W	Nauset Regional High School	HS Secretary	33,002	-	-	11,030	44,032
LaBranche, Robert A	Nauset Regional High School	HS Teacher	85,333	-	500	12,111	97,944
Lagasse, Karen M	Nauset Regional High School	HS Teacher	88,869	-	1,500	4,861	95,229
Lajoie, Peter A	Coach	Region Coach	-	-	-	2,246	2,246
LaMarco, Chris	Coach	Region Coach	-	-	-	1,993	1,993
Lane, Theresa L	Nauset Regional Middle School	Ed Assistant	38,472	-	750	2,320	41,542
Langelier, Jaime L	Nauset Regional High School	HS Nurse	49,083	-	-	448	49,531
Lavery, Brian D	Nauset Regional Middle School	MS PE Teacher	84,605	-	-	8,378	92,983
Lavoine, Barbara A	Region Shared	Director of Technology	98,354	-	-	-	98,354
Layne, Alster A	Nauset Regional High School	HS Custodian	7,876	211	-	560	8,647
Leary, Geoffrey W	Nauset Regional High School	Driver Ed Coord/Instructor	-	-	-	20,156	20,156
Lebow, Elizabeth A	Nauset Regional High School	HS Teacher	87,298	-	500	828	88,625
LedDuke, Dana B	Summer School Only	Summer School Teacher	3,758	-	-	-	3,758
Leduc, Diane J	Substitute or Seasonal	Substitute	-	-	-	450	450
Lee, Diane	Community Education	Community Education	1,440	-	-	-	1,440
Lee-Desfeno, Tracy L	Substitute or Seasonal	Substitute	89,816	-	-	828	90,643
Leger, Lori A	Substitute or Seasonal	HS Athletics	-	-	-	35	35
Leighton, Ann C	Nauset Regional Middle School	Spanish Teacher	64,364	-	-	974	65,338
Leisteringer, Griffin J	Substitute or Seasonal	Substitute	1,467	-	-	-	1,467
Leong, Michelle P	Nauset Regional Middle School	MS Teacher	-	-	-	5,715	5,715
Lewis, Robert	Nauset Regional High School	HS Facilities Manager	75,457	1,381	300	300	77,439
Lindahl, Paul	Nauset Regional High School	HS Teacher	87,298	-	-	-	87,298
Lopardo, Larisa	Substitute or Seasonal	Substitute	-	-	-	1,081	1,081
Lum, Sally	Nauset Regional High School	HS Teacher	73,891	-	-	73	73,964
MacDonald, Eduardo	Nauset Regional High School	HS Interim Principal	124,490	-	1,622	797	126,909

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
MacDonald, Kathleen Z	Nauset Regional High School	HS TEACHER	86,973	-	-	6,468	93,441
MacDonald, Kathryn	Nauset Regional High School	Substitute	40,674	-	1,250	6,662	48,586
Mack, Kristina L	Nauset Regional Middle School	MS SN Teacher	67,041	1,694	-	200	68,935
Mackell, Louis M	Community Education	Community Education	1,485	-	-	-	1,485
Mackin Jr, Thomas L	Substitute or Seasonal	Firebirds	-	-	-	519	519
MacLelland, Eloise G	Nauset Regional Middle School	MS Teacher	88,624	-	500	200	89,324
Madden, Megan S	Nauset Regional High School	HS Teacher	-	-	-	26,238	26,238
Maguire, Mary Ann	Region Shared	Substitute	480	-	-	-	480
Maillet, Heather L	Substitute or Seasonal	Substitute	-	-	-	3,395	3,395
Malloy, Kate M	Nauset Regional Middle School	MS Teacher	78,310	-	-	-	78,310
Manach, Emily R	Region Only	Educational Assistant	25,521	-	450	-	25,971
Manganaro, Salvatore J	Coach	Coach	-	-	-	5,191	5,191
Marcellino, Norma	Substitute or Seasonal	Substitute	4,447	-	-	1,080	5,527
Marcieky, Savannah M	Substitute or Seasonal	Substitute	-	-	-	990	990
Margotta, Genevieve Snider	Nauset Regional High School	HS SN Teacher	-	-	5,388	41,047	46,435
Margotta, Kathryn M	Region Working for a Town	Ed Assistant	30,789	-	1,000	376	32,164
Marino, Cathy	Region Working for a Town	Ed Assistant	-	-	-	2,298	2,298
Marquit, Jayne H	Nauset Regional High School	Ed Assistant	37,893	-	1,200	120	39,213
Mason, Douglas H	Coach	Coach	-	-	-	3,363	3,363
Mathison, Alexis K	Nauset Regional High School	HS Teacher	-	-	-	4,516	4,516
Mathison, Mark W	Nauset Regional High School	HS SN Teacher	85,209	-	2,500	3,992	91,701
Mattson, John K	Nauset Regional High School	HS Athletic Director	92,822	-	-	797	93,619
Maynard, Kenneth	Nauset Regional High School	HS Teacher	-	-	-	12,306	12,306
McCarthy, John R	Coach	Coach	-	-	-	5,761	5,761
McCarthy, Tammy J	Nauset Regional Middle School	MS Teacher	88,869	-	-	1,672	90,541
McConchie, Ann S	Nauset Regional Middle School	MS Teacher	93,759	-	500	3,820	98,079
McConchie, Craig T	Coach	Fall Coach	-	-	-	2,700	2,700
McCullough, Sara P	Coach	Coach	-	-	-	3,453	3,453
McCully, John D	Coach	HS Coach	-	-	-	4,798	4,798
McCully, Kathleen F	Nauset Regional High School	HS Teacher	87,298	-	1,500	4,942	93,740

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
McDermott, Nancy H	Substitute or Seasonal	Substitute	-	-	-	3,645	3,645
McGown, Jane	Nauset Regional High School	HS Teacher	87,298	-	500	3,937	91,735
McGrath, Scott	Nauset Regional High School	HS PE Teacher	49,120	-	-	15,096	64,216
McGuigan, Johanna E	Substitute or Seasonal	Substitute	8,108	-	-	19,745	27,852
McMahon, Michele C	Nauset Regional High School	HS Teacher	93,759	-	1,500	8,510	103,769
McNamara, Michael P	Nauset Regional High School	HS Teacher	85,209	-	-	797	86,006
Meyer, Deborah A	Region Working for a Town	Teacher Title 1 and SBES	32,479	-	-	282	32,760
Milan, Neal A	Nauset Regional High School	HS Teacher	92,101	-	-	2,074	94,175
Miller, Sarah E	Region Shared	Secretary to the Asst Super	55,878	-	-	-	55,878
Minkoff, Maxine	Nauset Regional Middle School	MS Principal	132,907	-	-	-	132,907
Miville, Courtney	Nauset Regional High School	Teacher	11,091	-	-	-	11,091
Mohan, Thomas	Region Shared	Out of District Coordinator	33,863	-	-	-	33,863
Moll, Gloria	Community Education	Community Education	5,040	-	-	-	5,040
Monaghan, Cathy F	Nauset Regional Middle School	MS Teacher	52,985	-	-	-	52,985
Montano, Dawn M	Region Working for a Town	Ed Assistant	28,260	-	750	1,137	30,146
Moore, Michael G	Nauset Regional Middle School	MS Teacher	90,469	-	2,000	3,235	95,704
Morris, Catherine E	Nauset Regional Middle School	Ed Assistant	34,631	-	1,000	2,227	37,857
Morton, Vanessa L	Nauset Regional High School	HS SN Teacher	45,755	-	-	797	46,552
Mosso, Angela Mary	Nauset Regional High School	HS Teacher	107,832	-	2,000	4,806	114,638
Mountain, Mary Ellen	Nauset Regional High School	HS Substitute	1,641	-	-	1,080	2,721
Mulholland, Sean J	Nauset Regional High School	HS Teacher	83,117	-	-	4,311	87,428
Murray, Susan G	Region Shared	Dir of Food & Nutrition Services	79,586	-	-	8,000	87,586
Navas, Joseph M	Coach	Coach	-	-	-	5,409	5,409
Needel, Anne M	Nauset Regional Middle School	MS Teacher	90,469	-	500	292	91,261
Nelson Sr, Roger E	Substitute or Seasonal	Substitute	-	-	-	400	400
Nelson, Jr, Roger E	Nauset Regional High School	HS Ed Assistant	36,530	-	1,000	200	37,730
Newcomb, Lori L.	Region Shared	Secy to the Business Manager	-	-	-	-	-
Newmier, Wilhelmina	Community Education	Asst Director Community Ed	51,250	-	-	-	51,250
Nicholson, Dawn	Nauset Regional Middle School	Ed Assistant	8,717	-	-	-	8,717
			32,536	-	450	1,023	34,009

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Nickerson, Linda	Nauset Regional Middle School	MS Nurse	75,354	-	500	-	75,854
Nielsen, Lise Hembrough	Nauset Regional High School	Driver Education Teacher	104,052	-	2,500	13,598	120,150
Nobili, Moira B	Coach	Coach	-	-	-	7,859	7,859
Nolan, Ryan R	Coach	Coach	-	-	-	3,453	3,453
Noone, Traci M	Substitute or Seasonal	Substitute	-	-	-	8,110	8,110
Noone-Price, Maeve E	Substitute or Seasonal	Firebirds	-	-	-	297	297
Norregaard, Susan A	Nauset Regional High School	High School Ed Assistant	31,303	-	-	1,500	32,803
Norton, Timothy C	Coach	Coach	-	-	-	3,575	3,575
Nossiter, Steven B	Community Education	Community Education	960	-	-	-	960
Novacon, Karen J	Nauset Regional High School	HS Teacher	87,298	-	1,500	919	89,717
Nowack, James M	Region Shared	Accounting Manager	98,809	-	3,000	-	101,809
Noyes, Richard K	Community Education	Community Education	2,280	-	-	-	2,280
Oberding, Robert A	Community Education	Community Education	320	-	-	-	320
O'Brien, Mary Catherine	Nauset Regional Middle School	Ed Assistant	34,306	-	450	240	34,996
O'Connell, Joanne T	Region Revolving	Speech/Language Preschool	45,574	-	-	2,277	47,851
O'Connell, Nancy	Region Only	WES Preschool Teacher	88,021	-	1,500	-	89,521
O'Connor, Thomas	Substitute or Seasonal	Substitute	-	-	-	70	70
O'Connor, Yvonne M	Region Only	Pre-School Teacher	85,614	-	-	-	85,614
Ogden, Virginia R	Nauset Regional High School	HS Teacher	76,712	-	2,000	797	79,509
O'Hara, Cristin E	Nauset Regional Middle School	MS Teacher	81,152	-	500	55	81,707
O'Neil, Dawn J	Nauset Regional Middle School	MS Teacher	90,469	-	500	1,323	92,292
O'Riordan, John F	Nauset Regional High School	HS Custodian	984	-	-	34	1,018
Orlandella, Lisa E	Nauset Regional High School	HS Teacher	84,605	-	-	1,288	85,894
O'Shea, Randi E	Tutor	Region Tutor	3,529	-	-	6,352	9,881
Pagano, Karen L	Substitute or Seasonal	Substitute	252	-	-	-	252
Page, Phillip	Nauset Regional Middle School	Custodian	51,219	1,632	900	300	54,051
Paul, Dorothy J	Region Working for a Town	Preschool SN Ed Assistant	-	-	-	4,025	4,025
Paulus, Ann K	Nauset Regional Middle School	MS Teacher	81,438	-	-	200	81,638
Pavlu, Edward J	Nauset Regional Middle School	MS Teacher	90,469	-	500	4,636	95,605
Pavlu, Michele M	Nauset Regional High School	HS Athletic Trainer	73,148	-	-	436	73,584

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Peacock, Robert E	Substitute or Seasonal	Substitute	2,929	-	-	3,300	6,229
Peck, Susan	Nauset Regional Middle School	Ed Assistant	35,276	-	450	120	35,846
Peno, Jesse S	Nauset Regional High School	HS Teacher	73,706	-	-	3,986	77,692
Perry, Vivian M	Nauset Regional Middle School	Ed Assistant	36,652	-	750	200	37,602
Peters, Richard E	Nauset Regional Middle School	MS Custodian	40,215	1,239	-	300	41,753
Peterson, Richard F	Nauset Regional Middle School	teacher	88,102	-	-	2,992	91,094
Pickard, Jacob F	Nauset Regional High School	SN Ed Assistant	18,688	-	-	23,314	42,001
Pina, Michelle D	Region Working for a Town	Region OT	58,884	-	-	943	59,827
Pini JR, Harold J	Coach	Coach	-	-	-	4,759	4,759
Pino, Marie T	Nauset Regional Middle School	MS Guidance Secretary	39,234	24	-	-	39,258
Pirtle, Leslie E	Nauset Regional Middle School	MS Teachers	59,140	-	-	765	59,905
Pober, Zachary R	Nauset Regional High School	Custodian	37,855	272	-	1,553	39,680
Pollo, Ricardo R	Nauset Regional High School	High School Teacher	65,525	-	-	4,606	70,131
Post, Kenneth C	Coach	Region Coach	-	-	-	2,987	2,987
Post, Rebecca HD	Substitute or Seasonal	Substitute	-	-	-	2,530	2,530
Potts, David G	Nauset Regional High School	HS Teacher	76,712	-	1,500	10,008	88,220
Pranga, Christina L	Region Working for a Town	Ed Assistant Preschool	17,369	-	-	301	17,670
Prickitt, Margaret H	Nauset Regional Middle School	MS SN Ed Assistant	25,895	-	-	4,838	30,733
Puffer, Jacqueline A	Nauset Regional Middle School	Middle School Teacher	54,699	-	-	55	54,754
Putterman, Wendy J	Community Education	Community Education	1,620	-	-	-	1,620
Quatrocelli, Susan M	Nauset Regional Middle School	MS SN Psychologist	87,154	-	-	2,842	89,996
Quigley, John T	Coach	Coach	-	-	-	4,798	4,798
Quigley, Julie E	Nauset Regional High School	HS Teacher	31,878	-	-	889	32,766
Quill, Joanne L	Substitute or Seasonal	Substitute	96,936	-	2,000	6,525	105,461
Raimo, Carey	Region Only	Occupational Therapist	82,175	-	-	-	82,175
Rank, Christopher R	Substitute or Seasonal	Substitute	-	-	-	80	80
Rathbone, Bobby W	Nauset Regional High School	HS Teacher	84,698	-	-	1,466	86,164
Read, Lynn E	Nauset Regional High School	Ed Assistant	36,530	-	1,000	1,460	38,990
Reddish, Karen A	Nauset Regional Middle School	MS Teacher	90,469	-	500	3,402	94,371
Reeves, Jessica Jean	Nauset Regional High School	Math Teacher	77,570	-	-	1,317	78,887
Rice, Daria W	Region Only	Occupational Therapist	81,328	-	-	-	81,328

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Richard, Paul	Nauset Regional Middle School	MS Head Custodian	71,598	1,412	1,000	300	74,310
Richards, Sharon C	Nauset Regional High School	HS Teacher	81,445	-	500	5,508	87,454
Roberts, Amy Lynn	Nauset Regional High School	Spanish Teacher	90,469	-	-	5,749	96,218
Roselli, Dawn C	Community Education	Community Education	730	-	-	-	730
Ross, Deanna M	Substitute or Seasonal	Preschool Speech sub	34,361	-	-	218	34,579
Ross, Maureen Keegan	Nauset Regional High School	SN Ed Assistant	4,768	-	-	-	4,768
Rotti, Marjorie H	Region Only	Secretary to Adult Ed Dir	7,097	-	600	-	7,697
Rouillard, Nancy J	Region Only	Cafeteria	22,053	32	850	415	23,350
Roy, Marie-France	Nauset Regional Middle School	Middle School Teacher	70,863	-	-	-	70,863
Ruddeforth, Debra J	Nauset Regional High School	Cafeteria Worker	1,080	-	-	67	1,146
Ryan, Eileen G	Region Working for a Town	Ed Assistant	30,315	-	1,000	1,342	32,656
Ryan, Justine A	Region Working for a Town	SB Preschool Teacher	86,339	-	500	943	87,782
Ryder, Jonathan S	Community Education	Community Education	480	-	-	-	480
Sandison, Rhonda J	Region Shared	HR & Accounting Assistant	29,248	-	-	90	29,338
Santos-Silva, Carla H	Tutor	Tutor	-	-	-	706	706
Schiffner, John H	Region Revolving	Asst Dir of Development	15,000	-	-	35	15,035
Schnitzer, Dawn N	Nauset Regional Middle School	MS SN Teacher	85,209	-	-	-	85,209
Schwartzman, Daniel I	Substitute or Seasonal	Substitute	-	-	-	70	70
Schwebach, Suzanne M	Nauset Regional High School	Ed Assistant	36,530	-	1,000	800	38,330
Seiser, Beth A	Nauset Regional High School	HS Teacher	26,443	-	-	14,177	40,619
Shanahan, Rebecca J	Substitute or Seasonal	Substitute	-	-	-	1,225	1,225
Sheehan, William P	Nauset Regional Middle School	MS SN Teacher	90,469	-	500	-	90,969
Sheptyck, Lora E	Nauset Regional High School	Secretary	6,430	-	2,650	-	9,080
Sherman, Michael F	Region Revolving	Director of Development	30,000	-	-	5,759	35,759
Silberberg, David	Substitute or Seasonal	Substitute	-	-	-	3,970	3,970
Silva, Pamela	Nauset Regional Middle School	MS Secretary to the Principal	57,002	389	500	-	57,891
Simms, John	Nauset Regional Middle School	MS Teacher	63,003	-	-	364	63,366
Simpson, Christy L	Nauset Regional Middle School	MS Teacher	61,564	-	-	2,153	63,716
Simpson, Courtney W	Nauset Regional High School	HS Teacher	84,286	-	-	1,740	86,026
Simpson, Luke E	Nauset Regional High School	HS Teacher	85,209	-	-	797	86,006
Supple, Dale L	Substitute or Seasonal	Substitute	-	-	-	70	70

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Smith, Audrey C	Nauset Regional Middle School	MS Teacher	84,698	-	-	2,042	86,740
Smith, Dorothea A	Nauset Regional High School	Guidance Counselor	92,285	-	500	12,828	105,612
Smith, Eileen A	Community Education	Community Education	8,510	-	-	-	8,510
Smith, Gail M	Region Working for a Town	Ed Assistant	2,718	-	-	-	2,718
Smith, Leslie A	Nauset Regional High School	Athletic Trainer	-	-	-	403	403
Smith, Lorraine	Nauset Regional Middle School	MS Speech Therapist	90,469	-	2,500	31	93,000
Smith, Noelle K	Nauset Regional High School	Teacher	76,653	-	-	2,637	79,290
Smith, Rhonda C	Substitute or Seasonal	Substitute	-	-	-	530	530
Smith, Sharon M	Region Revolving	Pre School Therapist	33,247	-	-	-	33,247
Smorol, Lynne M	Nauset Regional Middle School	MS SN Ed Assistant	5,804	-	-	1,466	7,270
Sousa, Katie E	Nauset Regional Middle School	MS SN Teacher	88,869	-	500	-	89,369
Souther, Deidre J	Region Working for a Town	Ed Assistant	8,244	-	-	-	8,244
Souza, Judith E	Region Only	Cafeteria	24,677	32	1,100	351	26,160
Souza, Lawrence F	Nauset Regional High School	Teacher	70,863	-	-	145	71,008
Spampinato, Marcia W	Nauset Regional High School	HS Principal's Secretary	56,505	-	500	1,776	58,781
Spencer, Susan J	Nauset Regional High School	HS SN Ed Assistant	36,530	-	1,000	260	37,790
Springer, Soni R	Region Working for a Town	Tutor	565	-	-	1,659	2,223
Stack, Mary A	Nauset Regional Middle School	MS Teacher	90,469	-	500	-	90,969
Stagakis, Angela M	Substitute or Seasonal	Substitute	150	-	-	-	150
Stapleton, William L	Coach	Region Coach	-	-	-	1,993	1,993
Stein, Beth R	Substitute or Seasonal	Substitute	510	-	-	810	1,320
Stevens, Emma E	Summer School Only	Summer School	315	-	-	70	385
Stevens, Heather L	Nauset Regional High School	HS Teacher	87,298	-	500	6,665	94,463
Stevens, Jennifer L	Nauset Regional High School	HS Teacher	69,495	-	-	1,353	70,849
Stevens, Joanna W	Region Revolving	Pre School Director	60,150	-	-	4,493	64,643
Stewart, Sarah E	Nauset Regional High School	HS Guidance Counselor	58,533	-	-	2,797	61,330
Stratico, Catherine	Substitute or Seasonal	Substitute	-	-	-	9,264	9,264
Strenz-Thibault, Susanne M	Tutor	Tutor	528	-	-	-	528
Sullivan, Erin B	Nauset Regional High School	HS SN Teacher	53,675	-	-	-	53,675
Sullivan, Linda Lee	Region Working for a Town	Eddy SN Ed Assistant	17,200	-	-	-	17,200
Sullivan, Valerie A	Substitute or Seasonal	Substitute	-	-	-	2,915	2,915

EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Sveden, Nancy F	Summer School Only	Summer School	6,466	-	750	20	7,236
Sweeney, Joseph T	Community Education	Community Education	900	-	-	-	900
Swiniarski, Stephen J	Nauset Regional High School	HS Teacher	76,712	-	2,000	2,710	81,422
Sylvester, Kathleen J	Community Education	Community Education	2,160	-	-	-	2,160
Tang, Wai Sing T	Nauset Regional High School	HS Teacher & Middle	61,782	-	-	2,342	64,124
Tavano, Holly D	Substitute or Seasonal	Substitute	900	-	-	75	975
Tefft, Ann M	Region Shared	Admin Asst to Superintendent	75,322	-	2,000	3,457	80,779
Teixeira, Heath G	Coach	HS Coach	-	-	-	5,621	5,621
Thackeray, Megan	Nauset Regional Middle School	Ed Assistant	36,591	-	1,000	200	37,791
Thatcher, Kimberly A	Nauset Regional Middle School	MS SN Ed Assistant	37,397	-	750	6,040	44,187
Thompson, Vicki	Substitute or Seasonal	Substitute	-	-	-	3,480	3,480
Tichnor, Richard L	Nauset Regional High School	HS Teacher	9,470	-	-	5,218	14,687
Tierney, Cheryl A	Region Working for a Town	Region Sub Caller	-	-	-	1,925	1,925
Tileston, Ryan D	Nauset Regional High School	HS Custodian	12,798	105	-	437	13,341
Timmons, Mae A	Nauset Regional High School	HS Speech Therapist	90,469	-	1,200	4,175	95,844
Tringale, Kathleen A	Nauset Regional High School	HS Teacher	90,469	-	500	18,096	109,065
Trudel, Alison J	Substitute or Seasonal	Substitute	-	-	-	695	695
Tupper, Katherine	Nauset Regional High School	HS SN Secretary	39,915	-	1,250	567	41,732
Tupper, Stephanie J	Nauset Regional High School	HS Teacher	58,249	-	-	2,842	61,091
Van Tassel, Kristin E	Nauset Regional Middle School	MS SN Teacher	47,232	-	-	12,635	59,867
Van Winkle, Stephanie Gomes		Nauset Regional High School					
		HS Guidance Counselor	55,095	-	-	2,962	58,057
Vandersall, Amy B	Nauset Regional High School	HS Teacher	80,200	-	-	531	80,731
Vendetti, Stacey M	Substitute or Seasonal	Substitute	-	-	-	5,715	5,715
Venditti, Giovanna B	Region Shared	Dir of Finance & Operations	132,165	-	-	-	132,165
Vidakovich, Michael G	Substitute or Seasonal	Substitute	-	-	-	560	560
Vining, Kerri L	Nauset Regional Middle School	SN Teacher	76,712	-	500	-	77,212
Von Hausen, Estefania G	Nauset Regional Middle School	MS Teacher	49,495	-	-	1,792	51,287
Walker, Robin V	Nauset Regional High School	HS Teacher	2,815	-	-	15,500	18,315
Wall, Lauren J	Nauset Regional High School	Ed Assistant	37,218	-	1,000	120	38,338


EMPLOYEE	HOME DEPT/LOCATION	POSITION	BASE	OVERTIME	LONGEVITY	OTHER	TOTAL
Wallace, Marjorie A	Region Working for a Town	WES Teacher	10,575	-	-	-	10,575
Wallen, Susan A	Region Shared	Payroll and Benefits Coord	62,797	1,737	350	-	64,884
Walters, Jeremy S	Substitute or Seasonal	Firebirds	735	-	-	-	735
Walther, Anne M	Substitute or Seasonal	Substitute	2,100	-	-	-	2,100
Walther, Wendy T	Nauset Regional Middle School	MS Teacher	47,584	-	-	191	47,774
Ward, Priscilla M	Nauset Regional High School	HS Teacher	83,901	-	-	-	83,901
Warren, Patricia A	Nauset Regional Middle School	MS SN Teacher	87,150	-	-	4,845	91,995
Webb, Gail I	Substitute or Seasonal	Substitute	-	-	-	90	90
Welch, Rydell S	Nauset Regional High School	HS Teacher	42,821	-	-	3,012	45,833
Wentz, Charles R	Community Education	Community Education	720	-	-	-	720
White, Brian M	Nauset Regional High School	Guidance Counselor	92,534	-	-	2,797	95,331
White, Gregory R	Nauset Regional High School	HS Teacher	85,209	-	-	80	85,289
Wiley, Kerry	Nauset Regional Middle School	MS SN Ed Assistant	36,591	-	1,500	720	38,811
Wilkinson, Robert H	Nauset Regional Middle School	Access Teacher and Coach	1,553	-	-	30,690	32,243
Williams, Kathleen	Tutor	Tutor	1,015	-	-	22,294	23,309
Williams, Shelby E	Nauset Regional Middle School	Guid Coun/ Soc Work	87,154	-	-	683	87,837
Wilson, Alana G	Region Working for a Town	WES SN Teacher	20,457	-	-	-	20,457
Wright, Philip	Nauset Regional High School	HS Teacher	85,209	-	500	-	85,709
Yarletts, Mackenzie L.	Region Shared	Computer Technician	57,434	-	-	-	57,434
Young, Barbara J	Region Shared	Clerical Secretary	5,924	-	850	-	6,774
Young, Joyce R	Community Education	Community Education	1,380	-	-	-	1,380
Zevon, Paul R	Substitute or Seasonal	Substitute	-	-	-	2,430	2,430
Ziegler, Robert A	Nauset Regional Middle School	MS Custodian	16,719	1,774	-	300	18,793
TOTAL NAUSET REGION			\$18,860,621	\$23,737	\$130,122	\$1,248,444	\$20,262,924

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